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Local Government Service

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HANDS OFF SALARIES!

BY MR. R. W. E. BUNN, F.S.A.A., F.I.M.T.A.

(Borough Accountant, Brighton)

TWO of the objects for which the Association of Local Government Financial Officers was established, just over eleven years ago, were to promote the professional interests of financial officers, and to improve their professional status—objects, of course, closely allied to the general principles which guide N.A.L.G.O. Year by year its numbers have increased, and to-day its membership comprises the majority of the financial officers, and their deputies, in England, Scotland, and Wales. Membership is restricted to qualified accountants, and whenever the circumstances require, steps are taken to place before a local authority the desirability of limiting appointments in like manner.

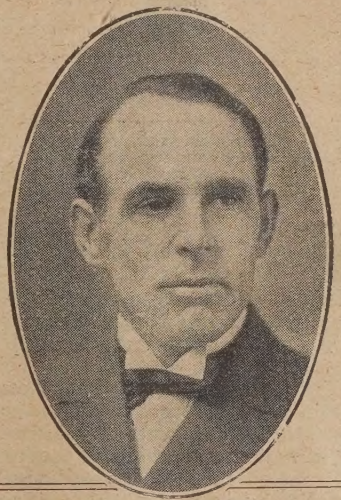
Now it was felt that these two things were interdependent, a reasonable salary standard by the local authority, and adequate qualifications of the officer. It was recognised it would be unwise to expect competent officers to continue to enter the municipal service, if the financial rewards were not more or less comparable with those to be secured outside.

Professional Capacity Tested

This Association was unwilling merely to compile salary scales, and to recommend these to local authorities for their consideration and adoption. It recognised it was of paramount importance that those to whom these scales applied, should have proved their capacity by obtaining the accepted qualifications. Local authorities, as well as manufacturers, found the post-war period one of great activity. The cessation of house-building during the period of the war, demanded a tremendous effort from local authorities to repair the deficiency. Capital schemes which had been suspended were now recommenced; millions of pounds were spent on new schools, street improvements and arterial roads; Parliament passed Acts abolishing Overseers, and the Guardians, transferring their duties to local authorities, and the social services made a tremendous forward leap. This almost feverish activity has greatly increased the duties and responsibilities of local government officers generally, and here is an additional reason, were it needed, for maintaining, and even improving the professional capacity of the financial officer.

Efficiency in the Service

No one who has been intimately associated with local government administration during the past twenty-five



MR. W. E. BUNN.

Mr. R. W. E. Bunn, Accountant of the County Borough of Brighton, is the Honorary Secretary of the Association of Local Government Financial Officers. He commenced his municipal career at Bury St. Edmunds, afterwards going to Norwich. Croydon later selected him as Assistant Borough Accountant, and in 1924 he became Borough Treasurer at Cambridge. Mr. Bunn has been at Brighton since 1928.

years, could deny that there has been an immense addition to the powers, duties, and obligations of local authorities, or that the standard of performance has materially improved. Admittedly this improvement is due, in no small measure, to the ability and devotion of the elected representatives, but it is a result to which the permanent officers also may reasonably claim to have contributed.

The serious economic crisis in which we, in common with many other countries, find ourselves, has focused attention on public expenditure. In the most prosperous times there have always been those who were willing, on the slightest pretext, to criticise public expenditure, however sound may have been the reasons for it; but in circumstances such as the present, the voice of the critic is increased one hundred-fold. Unfortunately for the members of the civil and the local government service, the item which always appears to loom largest in the minds of these critics is the expenditure on administrative salaries. The savings which could be effected by salary reductions are referred to as though, once achieved, rates and taxes would be halved.

The Salary Standard

The total amount paid by a local authority in salaries is a small fraction of the total annual expenditure, and if local government officers worked for nothing the reduction in the amount on the rate bill would be a comparatively small one.

In times of trade depression we find many ready to advocate a reduction of the salary standard. Can any one of my readers recall similar support for an increase of that standard in times of trade prosperity? The critic of public expenditure would doubtless then point to the "security of tenure" and add that, whilst the salary of the local government officer may not increase in times of good trade, he is sheltered in times of depression; the depression eventually comes and the former argument is inconvenient. In the next few months we shall doubtless hear a great deal about economy in local government expenditure. It may be decided that this is not the time to develop this or that service at the expense of the ratepayer or the taxpayer; that a halt must be called until trade improves.

Whether this is the right approach to the problem is outside the scope of these remarks. It is a matter which each authority will decide for itself. Of one thing I am sure: there will be no true economy in permanently lowering the salary standard of the local government service.

HEALTH SERVICE ADMINISTRATION

SIR GEORGE NEWMAN'S ANNUAL REPORT

FACTS FOR THE OFFICER

TO those in any way connected with the administration of local health services, Sir George Newman's recent report *On the State of the Public Health* (His Majesty's Stationery Office, price 4s.) becomes of inestimable value as an authoritative commentary on this phase of a local authority's work. The year 1931 is under review.

A Vast Territory

We can but pause to consider some of the statistical evidence which Sir George Newman places before us. The infant mortality rate which was stationary during the best part of forty years, and which has been reduced by half in the present century; the not altogether encouraging maternal mortality figures and road mortality; the expenditure by Approved Societies—ten millions in sickness and disablement benefits. These are timely reminders that vast territories remain to be explored, especially in connection with the promotion of the health of young life. We share the hope that the limitation of expenditure arising from the national need of economy will not prevent us from giving the supervision to these services which they demand.

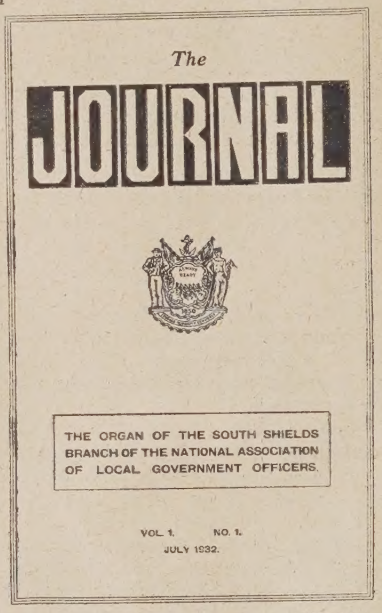
Health Surveys

The pages of the report, to which every administrator will turn with expectation, epitomise the surveys of public health services which are carried out in accordance with the requirements of the Local Government Act, 1929. Much valuable data has been accumulated by the medical officers of the Ministry in the course of the surveys which have already been made in forty-four out of the eighty-three county boroughs and in twenty-seven out of sixty-one counties in England and Wales. The chief aim of the Ministry has been to obtain a broad view of the health activities of the area and of the general standard of their efficiency.

One important fact has emerged from the surveys so far completed, and this concerns the function of the Medical Officers of Health under the co-ordination of services which it has for some time past been the desire of the Ministry of Health to promote—a desire which found expression in the memorable Act of '29.

The Medical Administrator

To secure such co-ordination, the first requirement is adequate general supervision which will look beyond the administration of the individual parts, a supervision which should become an integral function of the Medical Officer of Health. Sir George Newman gives prominence to this point. The absorption of the medical duties hitherto performed under the poor law into the public health service will, he says, obviously take time, but it is desirable that the relation of the Medical Officer of Health to the Committee administering these services should be no less intimate, and his position as medical administrator no more restricted, while these functions are being discharged under the Poor Law Act than they would be if the functions were being discharged under the Public Health Acts.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The Organ of South Shields Branch

Learning by Experience

It is satisfactory to know that, judging from the surveys which have so far been carried out, most of the county and county borough councils have recognised that the increased range of the services for which they have now become responsible renders this unified supervision essential.

So far as new expenditure on the development and extension of hospital accommodation is concerned, Sir George Newman, while admitting the need for rigid economy in public expenditure, warns against "the ill-considered course of cutting down expenditure whatever be its character or its purpose." It is not, he says, in accordance with the views of the government that improvements in the facilities for the treatment of the sick which are required on urgent grounds of public health should be abandoned. The present necessity for economy in public expenditure can, therefore, be no excuse for inactivity on the part of local authorities and those responsible for advising them on such matters. He goes further and urges us that the very necessity for economy should act as an incentive to subject existing facilities for the treatment of the sick to close scrutiny, with a view to making the best possible use of available facilities and of securing that full value is being received for the money spent.

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SUPERANNUATION & COMPENSATION

LEGAL NOTES ON SOME RECENT CASES

BY THE LEGAL SECRETARY

BY Section 120 of the Local Government Act, 1929, it is provided that any person who, having been on November 12, 1928, a road officer employed by any Highway Authority, is at the appointed day (April 1, 1930), a road officer of a rural district council, shall, on the latter date, as respects that office, be transferred to the Council of the county in which the rural district is wholly comprised; and the section further provides that where the functions as respects any county roads are delegated as from the appointed day by the county council to the district council, the two councils may agree for the transfer or retention to or by either such council of any road officers or for the joint user by both councils of any officer, and, subject to any such agreement, so long as the district council continues to exercise such functions the provisions of the section relating to the transfer of the road officers of that council shall not apply, but as from the date on which such function cease to be exercisable by the district council the provisions of the Act relating to transfer, superannuation, and compensation of road officers shall apply as if that date were the appointed day.

Delegated Functions

A.B. was in the service of X Rural District Council on November 12, 1928, and April 1, 1930. On the latter date, the functions as respects unclassified roads were delegated to that District Council by Y County Council; and as no agreement was entered into by the two Councils for the transfer of the road officers to the County Council, such officers continued to be officers of the District Council, A.B. being employed on the general technical work of the Surveyor's Department in connection with roads, housing, a sewerage scheme, and a playing field.

In December, 1931, the County Council gave notice to the District Council to determine the delegation of the road functions as from March 31, 1932, and, at the same time, they requested the District Council to give notice to A.B. to terminate his appointment as from the latter date. Notice was duly given by the District Council in accordance with that request. After the delegation had ceased, the County Council declined to regard A.B. as an officer who was transferred to them under Section 120 of the Act of 1929. There was, therefore, a fear that A.B. might fall between two stools, and fail to get any compensation for loss of office.

Representations were made by the Association to the County Council, but without any satisfactory result. Thereupon an appeal was submitted by the Association on behalf of A.B. to the Minister of Health under Section 126 of the Act of 1929, asking the Minister to determine that A.B. was, in his capacity as a road officer, transferred to and became an officer of the County Council on March 31, 1932. The Minister decided the appeal in A.B.'s favour, with the result that he became an officer of the County Council as from March 31 last.

The next step is with the County Council, and if, as is anticipated, they terminate A.B.'s appointment, a claim will then be submitted to that Council for compensation.

—•—

AN officer who was transferred to the London County Council under the Local Government Act, 1929, recently broke down in health and claimed superannuation.

In assessing the superannuation, the Council did not take into account the officer's period of service in the Army during the Great War, as they took the view that whilst he was on war service he was not an officer of a Local Authority.

The facts were as follows: In 1915 the officer was in the service of X Board of Guardians and, with their permission, he enlisted under the Derby scheme on December 7 of that year. His group was called up at the end of September, 1916, whilst he was serving a month's notice to terminate his appointment with the X Guardians, as he had secured another appointment under the Y Board of Guardians. Owing to his being called up he was unable to take up his post under the latter Board. He was discharged from the Army in February, 1918, and shortly afterwards obtained an appointment under the Z Board of Guardians.

Appeal to Minister

On behalf of the officer, the Association submitted an appeal to the Minister of Health, and the Minister decided that the effect of Section 3 of the Local Government (Emergency Provisions) Act, 1916, was to make the officer's war service superannuable subject to the payment by him of the superannuation contributions which he should have made during that service.

It would appear that the Minister was advised that the officer commenced his Army service when he enlisted on December 7, 1915, and not when he was called up in the following September.

BY the Rating and Valuation Act, 1925, a Poor Rate Collector was, on April 1, 1927, transferred to an Urban District Council. At March 31, 1927, his remuneration was as follows: Poor Rate collector, £48; General District Rate collector, £57; collector of rents, £15; total, £120. As from April 1, 1927, the Council reduced his total salary to £75 and awarded him a compensation allowance of £18 for the loss of £45. In July, 1931, the Council decided to appoint one official to collect all the income of the Council for the whole district, the new arrangement to come into effect on October 1, 1931, and at the same time they gave notice to the Rate Collector to terminate his appointment on September 30, 1931.

On behalf of the collector, the Association submitted to the Council a claim for compensation. The Council refused to grant any compensation as they contended that his appointment had not been determined in consequence of the Rating and Valuation Act, 1925.

Thereupon, an appeal to the Minister of Health was made by the Association on behalf of the officer, and, as the result, the latter was awarded a compensation allowance of £41 5s. for the further loss of salary amounting to £75.

Minister's Award

Three months having elapsed without the officer receiving from the Council any part of the compensation awarded by the Minister, a communication was sent by the Association to the Council. A reply was received from which it appeared that the Council did not consider they were bound by the Minister's decision. The Association then pointed out to the Council that the Act provided that the Minister's determination of an appeal shall be final. Further correspondence took place, and it was not until the Association threatened legal action that the Council agreed to pay up. Their next move, however, was to argue that the Minister's award of £41 5s. per annum included the annual allowance of £18 awarded by the Council themselves in 1927! After further pressure by the Association, the Council agreed to pay the compensation allowance of £41 5s. in addition to the earlier award of £18 per annum. In expressing his thanks for the help which the Association was able to give him, the member said: "If it had not been for N.A.L.G.O., I should never have been able to get a penny piece. I think the Council now realise their position, and I am sure that the position of their officers will be better in future."

SALARY SCALES FOR LOCAL GOVERNMENT OFFICERS

PAST AND PRESENT EFFORTS OF THE N.E.C.

By The Organising Secretary

UNREMITTING work on any particular matter does not, as a rule, go unrewarded. This observation, applies to the work of the National Executive Council on Salaries and Conditions of Service which has produced greater results than is generally appreciated. Since the re-organisation of the Association, which took place in 1918, approach has been made by letter and/or deputation to most of the local authorities on questions of bonus, salaries, and conditions of employment. Retrograde movements have been arrested and many improvements secured, representing, in the aggregate, a great achievement for associated effort through our organisation.

Public Discussion on Salaries

It was the Association's representations that caused the Royal Commission on Local Government to urge local authorities to devise means for obviating the publicity so often given to invidious discussions of personalities in questions of salaries and promotions, also in prompting the Minister of Health in his Annual Report for 1929–30, when bringing this resolution to the notice of local authorities to state: "The work of local authorities, whether regarded from the point of view of money or from that of the well-being of the community, is now so important as to make it increasingly necessary to attract to it the ablest men. This will not be achieved if there is public debate on the salaries to be paid to particular officers.

Official Advocacy of Salary Scales

For the first time in the history of local government a very strong official recommendation that salary scales should be adopted is made by the Minister in the same Annual Report. He continues: "In this connection, the Minister would also press on local authorities that, instead of considering increase of salaries in each individual case (other than in exceptional circumstances), they should adopt definite scales, the whole staff being organised in appropriate classes. This is usually far the better plan; the whole field of the local authorities' service can then be more fully surveyed with periodical review as may be necessary, and the work is likely to be better organised."

N.A.L.G.O. Scales Adopted

The National Executive Council reported to the Annual Conference at Cardiff in 1919 that it had adopted a post-war adjustment of salaries and a national minimum for all officers which should be operative as and from April 1, 1919. This was afterwards extended into a Grading Scheme (in four grades with a range of from £70 to £450), which was circulated amongst the Branches and published in the Official Journal for December, 1919.

This Grading Scheme was withdrawn in favour of a scale adopted by the Civil Service National Whitley Council on March 19, 1920. This was the scale presented by N.A.L.G.O. to the National Whitley Council for the Local Government Service for consideration.

A National Minimum

The scale was in four grades and had a range of £60 to £500 *plus* the Civil Service Bonus. The outcome was the adoption by the National Whitley Council of a scale in four grades ranging from £30 to £325 *plus* the Civil Service Bonus to be operative from July 1, 1920, as a *national minimum Grading and Salaries Scheme*. This scale was and still is, the Association's *minimum scale* applicable throughout the country except in areas where Provincial Whitley Council Scales have been agreed; e.g., London, Lancashire and Cheshire, and Yorkshire (West Riding).

In a circular to Local Authorities, dated October 25, 1920, issued by the National Whitley Council, it was intimated that it was left to Provincial Councils and/or Local Whitley Committees to settle the method of application and/or adoption or amendment of the scales as may be necessitated by local circumstances.

The great value of the National Whitley Council Scale can hardly be overestimated as it has been the basis of negotiations leading up to the adoption of scales by a very large number of Councils and is reflected in most of these.

Further, it has assisted materially in the determination of the three Provincial Whitley Councils' Scales above referred to, two of which (London and Lancashire and Cheshire) already have influenced conditions in their respective areas, to a considerable degree and have led to greater uniformity in remuneration and better pay for the officers. The scales of the three Provincial Councils are all on a consolidated basis at the present time.

The decade 1920–1930 was the bonus period and efforts were directed mainly (*a*) to obtaining adequate adjustments of the pre-war rates of pay in view of the depreciated purchasing power of money, (*b*) to the establishment of collective bargaining by means of Provincial Whitley Councils Local Joint Committees and negotiations between the Association and individual Authorities and (*c*) to negotiating consolidated salary scales, particularly from 1925 onwards where circumstances indicated that policy to be desirable.

As early as 1922 the Association prepared a consolidated scale as a general minimum for all full-time officers. This was not issued broadcast, but supplied to Branches that might ask for guidance in considering the question of the stabilisation of salaries or the consolidation of bonus.

By the end of 1929 local authorities had departed from the bonus system and were paying stabilised salaries in many cases with provision for review in the event of any considerable change in the index figures of the cost of living.

Consolidated Scales

In March, 1930, the National Executive Council decided to formulate National Consolidated Scales and a National Standard of Conditions of Service. When these had been prepared they were submitted in draft form to the several District Committees and final consideration was being given to the scales and conditions when the economic storm burst in the autumn of 1931, and it was then felt to be unwise to proceed further. The whole of the energies of the Association were required to retain, as far as possible, the existing conditions and to minimise the effect of salary deductions on the grounds of National economy asked for in Circular 1222, but since then further constructive work has been done.

Future Action

A mistaken idea that the Association had not progressed very far in proposals for scales and conditions appeared to have gained currency at the Conference of 1932 when the report of the National Executive Council on the 1931 Conference reference dealing with "Salaries and Grading Schemes" was taken back for further consideration. Consideration of the subject has been proceeding continuously and tangible evidence of this will be forthcoming in the near future.

The subject of scales is not a simple one. A single scale applicable to the whole country may meet the views of some, whilst differing scales for different authorities will be favoured by others. The subject has been reviewed from all points, and it is hoped that the proposals when issued will meet with the general approbation of the members. The important task of obtaining the adoption of the new standards will then have to be tackled and the full combined efforts of the Association's officers, District Committees, and Branches will be absorbed for a lengthy period.

CO-OPERATION IN LOCAL GOVERNMENT

(PART II)

STATUS OF PROFESSIONAL ORGANISATIONS: SUPERFLUITY OF CONFERENCES: INTERNAL ORGANISATION AND ADMINISTRATION

SUMMER SCHOOL ESSAY COMPETITION

Mr. C. Kent Wright, Town Clerk, Stoke Newington, won the Sir Arthur Robinson prize in this year's Summer School Prize Essay Competition. Entrants were given a choice of two subjects, Mr. Kent Wright elected to write on "The Principles on which, and the Methods by which, Co-operation between different Local Authorities and Different Classes of Authorities may best be Secured or Developed." In this issue we give the second and concluding instalment of Mr. Kent Wright's Essay.

LOCAL authorities have adopted numerous methods of co-operation on their own initiative. Different classes of authorities have, for instance, banded themselves together in associations which aim at safeguarding the interests of their respective members. Such as the County Councils' Association, the Association of Municipal Corporations, the Non-County Boroughs' Association, and the Urban and Rural District Councils' Associations.

In addition, valuable work in connection with the dissemination of technical knowledge relating to the practical working of the various departments of local authorities is performed by professional associations, such as the Society of Town Clerks, the Municipal and County Engineers' Association, the Association of Municipal Treasurers and Accountants, the Institute of Public Cleansing and many similar societies.

Case for Co-operation

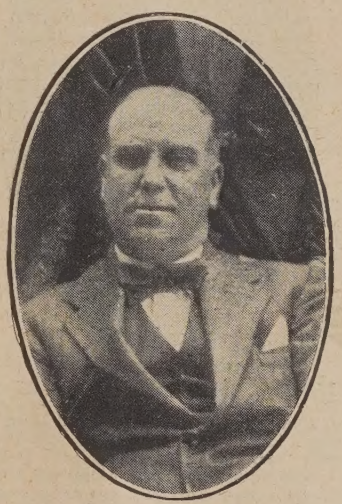
There are also a great number of organisations interested in particular spheres of Local Government work, in many of which a considerable amount of overlapping occurs. In the sphere of housing and town planning, for example, there is the National Housing and Town Planning Council, the Town Planning Institute, and the Garden Cities and Town Planning Association. In connection with Maternity and Child Welfare there is the National League for Health, Maternity and Child Welfare, the National Association for the Prevention of Infant Mortality, the Association of Infant Welfare and Maternity Centres, the National Baby Week Council, the Central Council for Infant and Child Welfare. That each of these associations performs valuable work is not for a moment questioned. What is questioned is that, with separate staffs and headquarters, they do this work in the most economical manner. This work surely ought to be co-ordinated.

Many local authorities co-operate by being subscribing members of these various organisations or some of them. It is suggested that instead of these numerous associations for dealing with more or less the same questions, whose work must of necessity overlap to a considerable extent, there should be one recognised association dealing with one particular sphere of work which it would be, if not obligatory, at least *de rigeur* for every local authority to support.

Conferences

Most of the various types of organisations which have been mentioned in the preceding section hold periodical conferences to which delegates are sent by the local authorities who support them.

It is undeniable that at the present time there is a superfluity of conferences and that the subject matters for discussion at the conferences arranged by different organisations overlap. It does appear desirable that more amalgamation of organisations with common objects might be achieved and that their work should be co-ordinated generally and not solely in relation to the holding of conferences*. The exchange of views and personal contact between officers engaged in similar work in all parts of the county is invaluable. More practical knowledge about the efficient administration of a particular service can be obtained by a casual "What do you do about so and so?" addressed by one brother official to another, than by reading innumerable textbooks. At the same time this overlapping of work at conferences does give a semblance of justification to the backward authority which is opposed to conferences on principle. By refusing to send delegates to conferences such authorities not only experience an inner glow of satisfaction at having effected an "economy" but feel a



MR. JOHN CHASTON,
Clerk, Kettering U.D.C.
(Chairman, N.A.L.G.O. Education Committee)

sadistic joy in preventing one of their officials or councillors from having "a joy ride at the expense of the ratepayers."

The idea of avoiding such overlapping by holding a Joint Conference relating to Local Government, divided into different sections, was adumbrated by Mr. Arthur Greenwood when, as Minister of Health, he attended the Public Works Congress, 1929. "Many years ago," he said, "all the educational bodies in this country decided to hold their conferences at the same time and at the same spot; and the first week in January is dedicated now to the annual conferences of all these educational bodies, and there is forced upon the public mind during that week, the tremendous importance of education as a factor in our national life. I wonder whether it would not be possible for this great Congress and other conferences touching other aspects of Local Government to meet together under a common roof, each of them pursuing their own work, meeting when it is necessary to meet, carrying what they can carry from one group to another, and to impress for that week upon the public mind the inherent fundamental importance of Local Government as a whole as being the basis of all our social life. I wish that could be done."

Research Bureaus

If a local authority discovers a good method of administering certain services—a method which is capable of being adopted or applied generally—news of its discovery should be broadcast as quickly and as widely as possible. I do not mean that all local authorities should "plagiarise" the methods of the pioneer authority or that their working organisation should become mechanical and standardised. Indubitably, however, there are some systems of internal organisation and administration of the work of local authorities which are efficient and there are others which are wasteful, overlapping and inefficient. One respect in which the English system of Local Government lags behind that of, say, Germany and even U.S.A., is in the absence of any "clearing house" for news of technical progress and of fresh administrative methods. Local authorities are, on the whole, eager to adopt new methods once they are convinced of their efficacy. The pilgrimages to inspect the controlled tipping at Bradford alone are evidence of that. At present local authorities have to rely on two principal methods of acquiring such information; one, through a central department of State, e.g., an Inspector of the Ministry of Health who may come down to hold an inquiry on the preliminary statement of a Town Planning Scheme and may inform the authority "So and so have a rather good provision in their draft scheme. I think you might adopt it"; the other, through questionnaires addressed to the clerks or other chief officials of different authorities. This is a useful method of acquiring information, but it is necessarily incomplete and sporadic in nature.

Novel Powers

Again, when a pioneer council obtains powers of a novel character in a local act—such as the powers to inspect private schools, recently obtained by the Hull City Council—it would be extremely useful for other authorities to have particulars concerning the advantages and disadvantages of the administration of such powers.

A much more satisfactory form of co-operation would be the establishment of some sort of research bureau among local authorities where methods adopted can be recorded and classified and to which any officer requiring information of methods and procedure in different parts of the county can apply.

In Germany there is a central Research Bureau for municipal problems, known as the "Verein fur Kommunalwirtschaft und Kom-

*Since this was written a leading article under the heading of "Too Many Conferences" has appeared in the "Municipal Journal." The article suggested, not so much that the number of conferences should be limited, and that their aims should be co-ordinated, so that they should not overlap. The following extract may be quoted: "There is a deluge of conference during the month of June. Several took place in the last week of May, and during the present month there are no fewer than thirteen, including conferences of some of the most important associations in the country. . . . Could not these conferences be spread over a longer period, and could not simultaneous meetings be avoided? We want a national clearing house for conferences. Why should not the National Association of Local Government Officers—a body which includes among its members all grades of officials and is represented in all parts of the country—offer its services in this direction."

CO-OPERATION IN LOCAL GOVERNMENT

(CONTINUED)

munal politik." Its board consists mainly of Burgomasters and other prominent officials. It publishes an admirable fortnightly periodical. Any local authority can submit a problem when it is ready to pay for the necessary research work. This system has, of course, its disadvantages inasmuch as local authorities who are imbued with a false sense of economy probably wait for other authorities to ask for a research on a particular problem in which they are interested in order that they may get information without cost to themselves.

In the United States Research Bureaux function as taxpayers' associations. They are financed by taxpayers and are governed by a board of citizens which arranges for their financial support and determines important questions of bureau policy. They keep completely out of politics. Their sole *raison d'etre* is their policy of serving as citizens' organisations to study public business, and to co-operate with officials, civic organisations and the public with a view to securing the maximum effectiveness and economy in public affairs.

Method of Reporting

Practically all bureaux issue printed reports —some short weekly reports, others monthly reports of greater content. Their methods are co-operative with, rather than critical of, the men and women in public office. Accordingly, a very large part of their reporting to the public has its inception in co-operative work with various officials, in an effort to bring about needed improvements in local government. Many of these efforts may be initiated by the research bureaux; many may be initiated by public officials who ask the help of the bureaux on their particular problems. Usually in such cases the reporting to the public consists of news issued by or growing out of the official acts of the officer concerned, and the bureau reporting is usually deferred until the job is completed.

If, for example, an official, of his own initiative or at the suggestion of a bureau, is interested in improving his city's purchasing system, budget procedure, pension plan, fiscal policy, etc., or is interested in improving the working methods of his department, it is obvious that the bureau, while assisting him in every way that it can, should keep in the background as far as publicity is concerned. The bureau's only interest from the standpoint of good government and the taxpayer is to help the improvement along.*

Reports and Questionnaires

Valuable work is, of course, carried on in this country by many organisations, such as the Association of Municipal Corporations, the County Councils' Association, as well as by numerous professional organisations which have already been mentioned. They are continually bringing up reports on problems of common interest among local authorities. For example the Institute of Municipal and County Engineers has recently prepared a carefully drafted proposal for better road re-instatement, following upon the opening up of trenches by the Post Office and a useful memorandum with regard to private street works.

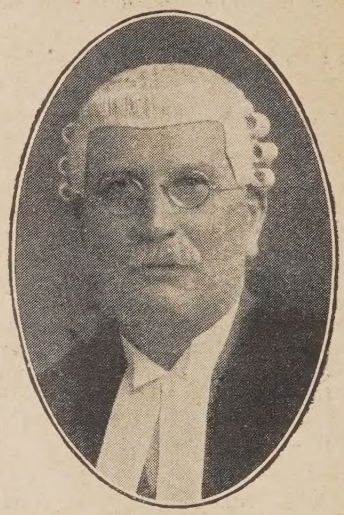
A technical committee appointed to advise the Ministry of Transport on experimental work issued, a short time ago, a questionnaire to highway authorities in Great Britain asking for information on such points as road conditions, concrete, aggregates, cement, methods employed, jointing materials, cost of the work, and the results obtained. Having regard to the general interest of such a questionnaire it is both surprising and disappointing to learn that a comparatively small number of replies were received and that the relatively large number of variable conditions involved and the somewhat indefinite answers given to many of the questions made it difficult to draw definite conclusions.

Useful work of this kind is continually being done, but it does seem that there is great need for some central co-ordinating authority which might be called the Central Research Bureau, where all such reports might be lodged, printed and circulated to local authorities who require them throughout the whole country.

One of the chief difficulties of our present system is that the various societies frequently approach a problem from the too specialised viewpoint having regard to its effect on their own particular interests instead of taking a synoptic view of how it affects the country as a whole. It is clear that there is need for more systematic arrangement for the pooling of information as to technical progress in the work of local authorities and as to the relative efficiency of various methods of administration.

Information Bureaux

Some cities—Birmingham, Hull and Sheffield for example—have already established Information Bureaux with the object of dealing with business inquiries and inquiries for premises or factory sites and collecting and collating statistical information about their own districts (e.g., rates, gas, water and electricity charges, transport facilities, industrial activities, particulars of rates of wages and the classes of labour available, and of voluntary and philanthropic institutions).



BARNES—A BOROUGH
Mr. W. T. Goodale, Charter Town Clerk.

There appears to be no reason why the work of such bureaux should not be co-ordinated with that of a Central Research Bureau. Nor should the activities of such a bureau be confined to problems of Local Government only. There are few problems affecting local authorities which do not also affect the Central Government Departments and *vice versa*.

Circularised Resolutions

A minor form of co-operation which prevails to a considerable extent to-day but which is rather to be deprecated, is the habit adopted by many local authorities of passing a resolution upon a particular subject upon which they are interested and following it up with the familiar words "that copies of this resolution be forwarded (*a*) to the Minister of Health, (*b*) to the councils of the counties, county boroughs and boroughs in England and Wales, and (*c*) to the member of Parliament for the borough, with the request that they will support the same."

There are, it is true, certain circumstances in which such action may be justified, but in general it is a mere waste of time and money. The resolution appears on hundreds of agenda papers and in ninety-nine cases out of a hundred is dismissed with a curt "I move no action, Mr. Chairman." If councils who are responsible for causing this type of resolution to be broadcast, considered first the aggregate amount of typing on the agendas of the authorities whom they circularise and, secondly, the net results which accrue from such circulars, their *cacoethes scribendi* might be somewhat decreased.

Co-operation in Publicity

One field in which local authorities have only recently been empowered to co-operate is that of organised publicity. The Travel and Industrial Development Association of Great Britain and Ireland has recently published a scheme for co-operation of local authorities under the Local Authorities (Publicity) Act, 1931. The principal aims of such publicity are :—

(*a*) The promotion of travel to this country, since the money expended by foreign visitors is an important factor in a country's trade;

(*b*) The attraction of new capital and new industries to the country thus giving employment to our people;

(*c*) Making the country, its beauty, its commerce and its products better known and appreciated abroad.

Suggested Co-operation in Employment of Experts

A suggestion for co-operation which, so far as the writer is aware, has not been adopted by any local authorities in the country is that the county council might employ an expert on the central purchasing of stationery, etc., who would be employed for the greater part of his time at the headquarters of the County Council. Arrangements could be made for him to be loaned to the various district councils within the county where the system of unco-ordinated purchasing might be reorganised. The smaller authorities would, of course, contribute to the county council a fee which would be based upon the amount of time he had spent in investigating their existing organisation and making a report for its improved efficiency.

Examinations

Few experiments have hitherto been made in connection with co-operation for the purposes of recruitment of staff of local authorities. While it appears for the time being impracticable to organise for the purpose of Local Government Service a similar examination to that of the Civil Service, it does appear both feasible and desirable that local authorities in one particular area might arrange to co-operate in the holding of examinations for would-be entrants to the Local Government Service. It might be possible for all the local authorities within, say, the area of one county council to hold an annual examination for this purpose. Similarly, all the Metropolitan Borough Councils might arrange for a single annual examination in London, on the results of which junior clerks might be appointed.

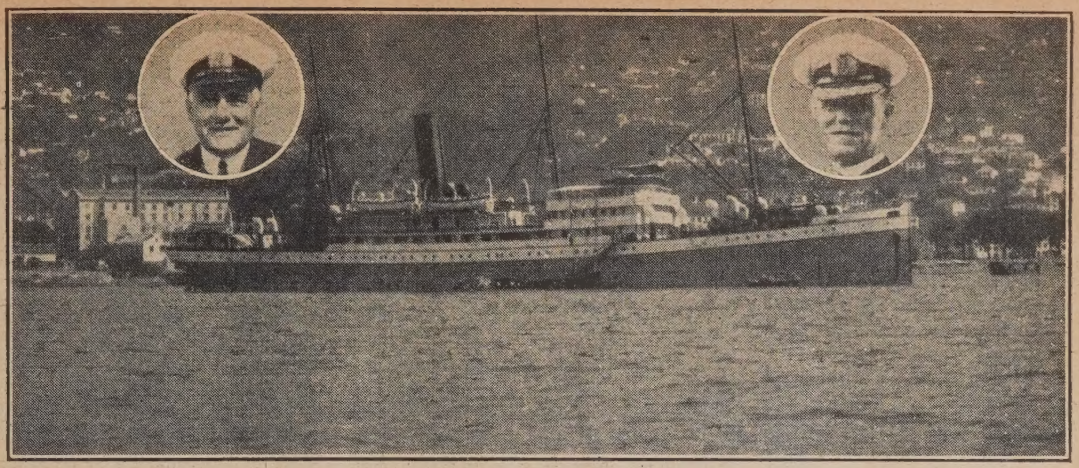
Conclusion

There are many omissions in this account of the methods and principles of co-operation between local authorities. No reference has been made, for example, to the work of Joint Industrial Councils, to Joint Insurance Schemes, or to Joint Superannuation Schemes. Where the field is so wide, some gaps are inevitable.

In a complicated and expanding civilisation such as ours, it is becoming more and more obvious that no local authority can live unto itself alone. The fabric of Local Government is so closely knit that willingness to co-operate is essential for efficient government. Even those of our local authorities who maintain the most parochial outlook are beginning to realise the essential wisdom of the doctrine of co-operation. "... And whether one member suffer, all the members suffer with it."

It seems inevitable that the next decade will witness a considerable extension of co-operative methods between local authorities and the growth of a national conception of their needs and responsibilities.

*For most of this information on Research Bureaux in the U.S.A. I am indebted to a paper on "Reporting through Research Bureaux," by the Director of the San Francisco Bureau, which appears in the "City Manager Year Book, 1931."



S.S. Avoceta lying off Madeira. Inset: left, Dr. S. J. C. Holden; right, Capt. McPhee

A GLORIOUS GET-TOGETHER

RECOLLECTIONS OF A N.A.L.G.O. SEA CRUISE

BY DR. S. J. C. HOLDEN, COUNTY MEDICAL OFFICER OF HEALTH, BUCKINGHAMSHIRE

"HULLO, you here again!" a not infrequent greeting heard as one stood near the head of the gangway during embarkation, a tribute to the popularity of this yearly cruise. Among the babel of tongues inquiring for positions of cabins, whereabouts of baggage or cabin mates, it was evident that our northern counties had sent a large contingent and confirmation of this was soon obtained by the general heartiness which began to pervade the ship after she had cast off from the dock-side punctually at 1 p.m., and was making her way to the half-tide lock preparatory to entering the Mersey.

Outward Bound

An hour-and-half later found us passing into the tideway to join a number of vessels outward-bound, all moving in long procession down the same well-buoyed channel to the open sea. The magnificent dock system of the Port of Liverpool, the wonderfully organised ferry service to all parts of the Wirral peninsula and the splendid lay-out of the Borough of Wallasey, often referred to as the "Bedroom of Liverpool," kept many on deck. Tea-time gave us an opportunity of looking round on the 100 folk or more who were to be our associates for the next three weeks. Shortly afterwards, however, not a few were disposed to retire from the general company for a day or two and to cultivate close acquaintance with our most cheery stewardess.

Deck Amusements

On the third day fresh breezes and a kindly sea brought every one on deck and the pleasant buzz of deck games indicated that few were prepared to be really idle. The election of Captain McPhee as President of the Sports Committee soon revealed that he had no intention of being a mere figure-head, but meant to get the best out of his Committee. He was unsparing in his endeavour to make everything go with a swing and soon earned the affection of all by his geniality. No better evidence of his splendid seamanship can be adduced than the stern front he displayed on the last night of the trip to a battery of salutations which was fearlessly unmasked and opened on him with well directed salvoes.

Shore Excursions

Those who had early appointments with their bath stewards were rewarded on the fourth morning out with an enchanting view of the passage down the Tagus with Lisbon, our first port of call, in sight. Once alongside the quay, where we lay for two days, and a glorious summer day beckoning, parties for the shore excursions were soon away. Others, after their preliminary bargaining with the money-changers on the quay, were attracted to the shops and the intricacies of trading in *escudas* and *centavos*.

I do not propose to enter into descriptions of the special excursions which have been more picturesquely reported on former occasions and are available in that delightful brochure of the Yeoward Line *In search of the Sun*, but to give some impressions, more local in character, of one who did not venture far from the ship. On going ashore at Lisbon the ear is immediately assailed with the incessant hoots of motor-cars and the bangs of tramcar bells; traffic moves very rapidly in the narrow shopping streets. A visit to the Rocio Square with the vista of the magnificent Avenida da Liberdade from its north-west corner immediately excites one's admiration. To those fortunate enough to visit the city next year there will be an opportunity to view the completion of the wonderful development of the Parque Eduardo VII with its buildings forming the permanent Exposition of Portuguese arts and manufactures in a setting which must be unrivalled in any of the great cities of the world.

If the city is burdened with the problem of unemployment, I think it must face it by converting all out-of-works into policemen. They are innumerable; even the ship had to support two of them on board during the whole period of our stay.

Happy Communal Life

After taking on a cargo of bales of straw from a fleet of shapely Portuguese sailing barges we set sail on a perfect summer evening for Casablanca. Everyone, I think, was quite ready to resume our happy communal life for another day or two. Thirty-six hours later we reached the Moroccan coast and entered the harbour of Casablanca, a magnificent post-war development of the French and eloquent of their efficient colonisation. Here we were assailed by the usual mob of barterers, guides, charioteers and, in fact, anyone who considered he had the gift of extorting money from the foreign visitor. The guile exhibited in selling our own home products in a semi-eastern atmosphere was worthy of reward, and their persistence did not go unrewarded.

A Fine Spectacle

There is a tremendous fascination in wandering around this city with its remarkable contrasts of ancient civilisations and the modern intensive culture of a leading European Power. To watch an alert smartly dressed gendarme directing traffic at cross roads, holding up, it may be, a magnificent limousine to allow a seller of beans astride an ass or an arab youth complete with burnous on a lean, spidery cycle to pass on their way, is to realise the thoroughness of the French methods

in their young protectorate. Those who remained on the ship were fortunate enough to witness the departure of the French Military Governor, by a French liner, with much military pomp. The guard of honour composed of Senegalese troops made a fine spectacle; every man seemed to be turned out of the same mould and polished a glistening ebony colour. By midnight wanderers who had ventured forth to sample the night life of the native quarter of the town returned, and we cast off with the voices of the barterers still ringing in our ears.

Approaching Funchal

Another two days at sea gave our energetic sports committee an opportunity to get the various deck games competitions well under way, and, with laudable persistence, they extracted competitors from mixed working parties busy fashioning wonderful costumes and hats for the fancy-dress parade. Approaching Funchal Bay in the early morning we were fortunate enough to come across the R.M.S. *Berengaria* of the Cunard Line, out from Southampton with 1,600 tourists on board, also making for Madeira. She steamed in ahead of us, came to anchor and slowly swung with the current. Our first impression was her massive hull almost filling the bay and blotting out the view of the town so picturesquely situated on the mountain side. Immediately our ship was besieged by a fleet of small boats freighted with wicker-work, canaries, embroideries, or diving boys.

Native Divers

The *Berengaria* and an outward-bound Union Castle liner relieved us of much importunity. Evidently the price of diving is rising in Madeira. Cries of scorn and vituperation greeted the passenger who inveigled the diver to go in after a penny. Nothing less than sixpence tempts them to display their prowess. All would have been happy to have stayed longer in this enchanting spot and were somewhat envious of the *Berengaria* crowd which was to enjoy another four hours on shore before setting out for their homeward trip. At Las Palmas we brought in our wake a beautiful day to the joy of the inhabitants who had suffered from a fortnight's dull and sultry weather. The shore excursionists had to press their way through swarms of sellers of embroideries and other goods and on return were loud in their praises of the beautiful hinterland.

The mole and the town, though very businesslike, are not without attractions. Here we unloaded the greater bulk of our cargo amid what appeared to be an interminable quarrel among the Spanish labourers. Not a load came out of the hold without some high-pitched comment from the man on deck and the man on the quay had to put his oar in as well. We soon learned, however, that all was peace and we were just witnesses of their custom of conducting a quiet conversation. May it never be my lot to be within earshot of a full blooded quarrel! One night's gentle steaming brought us to the Island of Teneriffe and a wonderful, if fortunate, view of the cloud-capped Peak. To venture a personal opinion I think the vale of Orotava and the approach thereto presented, amid a wealth of beauty, the most beautiful picture experienced during the voyage.

Having safely anchored in the bay, it was with some trepidation that our ladies faced the hazardous trip, more apparent than real, by small boats from steamer to shore. Few failed to make the venture and were rewarded with a most enchanting country. The growth of the banana now forms the staple industry of the island, having entirely replaced the vine cultivation and it is interesting to note the conversion of the wonderful vine terraces, cut out of all faces of the mountain side, to the cultivation of banana trees. Mile upon mile of an excellent irrigation system has been installed over the whole area. During the night our good ship just "ambled" lazily round to the other side of the island and the early morning found us being warped to the quay in Santa Cruz. A fine example of light and shade is presented by the massive volcanic cliffs which dip sheer into the sea at the mouth of the harbour.

A Wonderful Panorama

There was much activity in the harbour with the coming and going of several large vessels. It was evident that all was not peace in this pleasant spot as the quay was being patrolled by squads of the Civil Guard, both mounted and on foot. This did not deter our folk from making most of their opportunities to hunt for bargains in silks or embroideries in the excellent shops. Here, perhaps, it was possible to indulge in the cheapest excursion and get full value for the 10d. expended. For this sum the tram from the harbour climbs through the town and slowly mounts about 2,500 feet to the old-world town of Laguna, all the while revealing a wonderful panorama of the harbour and the countryside.

From Santa Cruz we returned to Las Palmas arriving on Sunday morning, to be greeted on arrival by the English Chaplain who had arranged for cars to take a contingent of about thirty-eight to the English Church. Still we had to face the quay-side vendor whose prices slowly dropped as the time for departure drew nigh and as we cast off at 5 p.m. for the last lap home, the goods were almost thrown on board. We all settled down peacefully for our last week at sea.

Homeward Voyage

One great event among our many amusements on the homeward voyage requires special mention, and that is the *Avoceta* Derby, a wonderful race meeting, organised and managed by the Captain. A fine course was laid out and the fillies were entered with full reliable pedigrees, some of which might not pass verification in the home town; our bookmakers were nearly broke and tried to welsh, but really funked going over the side. The whole evening provided some uproarious fun and will long be remembered.

Our last night was one long round of festivities, interspersed with the distribution of prizes by the Captain.

Disembarkation

Sunday morning broke with our good ship at anchor in the Mersey and a couple of tugs alongside to help us into dock. Down the gangway we streamed, but not released without a heart-to-heart interview with H.M. Customs and some addition to the revenue of the country.

Many are the nostrums advertised for the rejuvenation of mankind but, believe me, there is only one on which any reliance can be placed and that is the Annual N.A.L.G.O. Sea Cruise. I can thoroughly recommend it as a most delightful medicine.

A
SPORTING
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Really tip-top clothes and nine whole months in which to pay for them—that's the offer that has made John Temple such a favourite with sportsmen. You pay only the first instalment with order, and the rest on such generous terms that your pocket hardly feels it. Call or write for booklet "Smart West End Fashions for Men."

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VICTOR HUGO *wrote:—*

"The misery of a baby is interesting to its mother. The misery of a young man is interesting to a young woman. But the misery of an old person is interesting to nobody."

The misery of the widows and orphans of Local Government Officers is the *concern* of N.A.L.G.O.

It is doing a great work through its Benevolent and Orphan Fund. Since its inception it has distributed £60,389 to deserving cases. This has only been possible as a result of the generosity of Local Government Officers. The responsibilities of the Fund are continually increasing and a constantly increasing income is essential.

HOW YOU CAN HELP.

BUY "HELP YOURSELF" ANNUALS

The Association is again selling this year copies of the "Help Yourself" Annual

PRICE 2/6

on behalf of the Fund, and hopes to raise £3,000 therefrom. The book is good value for the money, but in addition each purchaser will participate in a *FREE* distribution of over **2,000 gifts value £20,000,** including **12 Motor Cars** and many other valuable articles.

N.A.L.G.O. MEMBERS ARE REQUESTED TO BUY THEIR COPIES FROM THE BRANCH SECRETARIES OR DIRECT FROM

N.A.L.G.O. 24, ABINGDON ST., WESTMINSTER, S.W.1.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (4 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following Circulars have been remitted to branch honorary secretaries from Headquarters.

SEPTEMBER 2

Circular No. 57/*Gen*/1932

Stating that press comments on national economy were not based upon any decision of the official economy committee.

SEPTEMBER 7

Circular No. 58/*Gen*/1932 (to branch honorary treasurers)

Regarding remittances on account of subscriptions and completion of annual summary sheets.

SEPTEMBER 9

Circular No. 59/*BO*/1932

Reminding branches that the closing date for acceptance of entries for photographic competition is October 7; and containing details of arrangements made for judging of entries.

Circular No. 60/*BO*/1932

Containing further information regarding the sale of "Help Yourself" Society annuals in aid of the Benevolent and Orphan Fund.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: April, 44; May, 43; June, 42; July, 43; August, 41; September, 41. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	JULY	AUGUST	SEPT.
Food	25	23	23
Rent	54	54	54
Clothing ..	90	90	90
Fuel and Light	70	70	70
Other Items ..	75	75	70

A SPECIAL BALTIC CRUISE

A special cruise of 17 days has been arranged, leaving London on Friday, October 7, with calls at Tallinn (4 days) and Riga (4 days). Fares, 1st class £17, 2nd class £14.

On bookings through headquarters a special discount of 5 per cent. is allowed.

METROPOLITAN DISTRICT COMMITTEE THRIFT SCHEME

Members of the Metropolitan District Committee are reminded that all communications respecting the Thrift Scheme of the Metropolitan District Committee, which is now being administered from Headquarters, should be forwarded to the General Secretary, 24 Abingdon Street, Westminster *and not to* Mr. H. Swain, the Honorary Thrift Secretary, who is no longer dealing with the scheme.

N.A.L.G.O. DIARY

Copies of the Association's Diary, price 1s. 6d., will be on sale on December 1. They can be ordered from the Branch Secretaries or from Headquarters now. It is again being printed by Messrs. T. J. & J. Smith, Ltd., the makers of the well known "Datata" diaries and notebooks, which is sufficient indication that it is a "quality" diary.

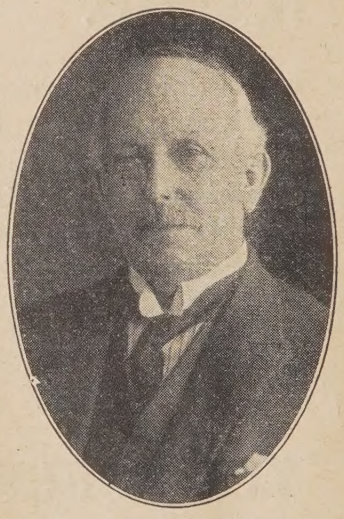
JARROW EDUCATION SECRETARY

PRESENTATIONS TO MR. T. H. SPENCER

There was a large and representative gathering of teachers at Jarrow Central School on September 8, when Mr. T. H. Spencer, M.A., J.P., secretary of Jarrow Education Committee, was presented with a framed photo etching of himself to mark his receiving the Honorary Degree of M.A., from Durham University, which was conferred upon him at the summer Convocation at Durham. Mr. F. R. Whiting, B.Sc., presided, and was supported by Mr. A. R. Stevens, B.Sc., head master of Jarrow secondary school, and Alderman J. D. Rose, chairman of Jarrow Education Committee.

MR. STEVENS, in making the presentation, said it was a personal tribute from all the teachers in the town to mark the friendly relationship which existed between the teachers and Mr. Spencer, one in whom they had always had a wise counsellor.

MR. SPENCER, in reply, expressed his appreciation of the honour accorded him, and said he regarded it as a tribute to the progress made by education in the town. Speaking of the history of education in Jarrow from before the passing of the Education Act in 1870 up to the present time, Mr. Spencer dealt with many phases of the work. Jarrow's watchword in education, he said, was "Efficiency and fairness to all."



MR. T. H. SPENCER, M.A.
(Director of Education, Jarrow)

Mr. Spencer has also been presented by the staff of the Education Office with a silver cigarette case to mark the award of the university honour.

OBITUARY

MR. S. F. WESTON

We regret to record the death on August 16 of Mr. Sydney Frank Weston, accountant in the Nottingham Water Department, since January, 1922, the hon. treasurer of the East Midland District Committee, and for many years a member of the Nottingham Branch Executive. Mr. Weston had been a Nottingham official for forty-two years, and was on the eve of retirement under the Superannuation Scheme.

A popular official, Mr. Weston had many local interests, apart from his valuable work for N.A.L.G.O.

The funeral was at the Nottingham Church Cemetery on August 19, when the Nottingham and District Branch was represented.

ECONOMY COMPLEX

(*See also page* 582)

To the Editor of
LOCAL GOVERNMENT SERVICE.

SIR,—Regarding Sir Ernest W. Benn's letter in your September issue of LOCAL GOVERNMENT SERVICE, may I ask your correspondent to explain two or three points I do not quite follow?

(1) Is the total national income finally and inexpansibly fixed at £2,500 millions? If so, by whom? Incidentally, is it not the case that the nation's potential productivity is at least four times its present output of goods and services?

(2) If this potential productive power were to be enabled to function is there any reason why the Wages Fund should remain stationary at £1,000 millions?

(3) Why earmark £500 millions as *essential savings* when it is obvious that capital goods may be financed by means of credits created for the purpose and retired over the lifetime of the capital goods so acquired? (*Vide* Mr. Regd. McKenna, Midland Bank.)

(4) "We are living on our capital." But are we? Capital goods can be neither eaten nor used for any other purpose than the production of the goods and services by which we live. We do not live on our capital goods, and could not do so if we wished. We live on our production of consumable goods—not on our capital! If the writer means that we are using up our reserves of purchasing power, hoarded from a previous cycle of production, why not say so?

(5) If we are "living on our capital," will Sir Ernest kindly explain *why we are doing so* concurrently with a world-wide policy of destroying wheat, wool, coffee-beans, fish, fruit, rubber, etc., for all of which only the purchasing power is lacking to make them available?

(6) Will Sir Ernest distinguish between *real capital* and *financial capital?*

I am, sir,
Yours faithfully,
PHILIP MCDEVITT.

15 Williamson Street, Clydebank.
September 22, 1932.

FILMS FOR THE DISCERNING

The present season of continental pictures at The Cambridge, Cambridge Circus, terminated on Sunday, September 18. The Academy Cinema, Oxford Street, however, continues its policy of presenting international films and has arranged an interesting winter programme, including the latest product of the Continental studios.

Forthcoming presentations will include: *En Natt* (Swedish dialogue), *Paris-Mediterranee* (French dialogue), *David Golder* (French dialogue), *Zwei Menschen* (German dialogue), *Vampyr* (Karl Dreyer's fantasy), *"M"* (*German* version), *Harlekin* (Lotte Reiniger's sound silhouette), *Lichtertanz* (Fischinger's new experiment), *Borneo*, *Barbarina* (German dialogue).

Revivals during the coming season will include *The Road to Life*, *Maedchen in Uniform*, *Der Hauptmann Von Koepenich*, *A Nous La Liberte*, and such classics as *The Cabinet of Dr. Caligari*, *Warning Shadows*, *Waxworks*, *Earth*, etc.

ALTRINCHAM BRANCH

Members of the Altrincham and District Branch were guests of the Lancashire Steel Corporation, Ltd., on September 3, when a party paid a visit to the Corporation's Irlam Steel Works.

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to The Editor.

OCTOBER 1932

NOTES OF THE MONTH

NATIONAL ECONOMY

IF the original time-table is adhered to we shall know the intentions of the official Local Government Economy Committee before our next issue is printed, but knowing what usually happens at this time of the year we shall be able to measure the extent of the belief in the degree of common sense in their recommendations by the number of days they allow between publication of their Report and the November elections. That the Committee's task is not a very pleasant one, we all admit, and they will, no doubt, be very glad when their reference is discharged.

It would not serve any useful purpose at this late hour to reiterate N.A.L.G.O.'s own view upon national economy in relation to constructive and needful public work. In any case, the curtailment or expansion of services of the Municipal Authorities is more the concern of the Government and the Municipal Authorities than the Association. It is assumed that whatever recommendations the Committee may make they will have to be transposed into legislation or Ministerial Orders before they become effective and that the final responsibility will rest upon the Government.

This economy business is wrapped up in some sort of patriotism, and we are afraid a number of people are supporting the economy cry because they feel the same emotional massage that they get from a military band. It must be remembered, however, that Local Government touches more closely than any other influence the welfare and everyday amenities of the vast majority of the people in this country, and anything which is truly patriotic must dispense that which is useful and valuable to the greatest number.

There is another danger lurking in the background which should require the most careful consideration before it is launched, and that is the clamour of a few vocal believers in the unselfish policy of cutting down someone else's remuneration.

OUR SACRIFICE

Local government officers have responded to the Government's appeal, which was embodied in Circular 1222, to make a special sacrifice in common with the rest of the public officers, and both the Economy Committee and the Government will fail lamentably to act "Nationally" if they ignore the disastrous effect upon the prestige of the most valuable public service in the world by making any further attacks upon the rates of remuneration of local government officers.

There is at the present time a tremendous force of indignation developing amongst all sections of local government officers at the lack of sympathy shown to them and the other sections of the public service by economy committees and economy movements. There is a timely pointer to this on the last page of the Bridgeman Committee's Report on the Post Office. After examining the various charges usually levelled at every section of the Public Service, particularly the Post Office, and being more than satisfied with the efficiency, integrity, and the development of technique in the Post Office, the Report of the Committee says: "no organisation can fail to be adversely affected when on the one hand it is denied credit that is its due, and on the other, subjected to continuous and often unfair and uninformed criticism. In such circumstances the staff cannot fail to become disheartened and demoralised."

Having in mind the variety of ways in which Local Authorities have practised economy at the expense of the officials in their employ because of local industrial conditions, thousands regarded last year's appeal for further reductions as the last burden which they could bear and at the same time retain what was left of their self-respect. Any further attack upon the local government officer cannot possibly result in economy. It will knock the heart out of every man and woman who has placed service before self-interest.

It would be futile to argue that local government officers cannot possibly suffer any further reduction in their standard of living, because many patriots will surely point to the large number of unemployed and short-time workers who are hovering on the brink of starvation. They will point to the least successful industries—a national taboo so far as criticism goes, and explain that the "ratepayers" who have mismanaged them are in low water. These comparisons are grossly unfair, and every local government officer knows they are unfair; it is that sense of injustice against which he cannot rebel which he is at the present time feeling acutely. This can be carried to a point when demoralisation sets in.

A GENUINE CONTRIBUTION

It seems only a few months ago since circular after circular was issued by various Ministries urging local government officers into feverish activity to execute the schemes which the Government at the time were demanding. Thousands have almost perished under the strain of legislation during the last decade. The whole service is to-day giving of its best to solve the administrative difficulties imposed upon it by the Local Government Act of 1929, and which in itself should bring about a more economical administrative system. These men and women are now asking themselves—for what have they given of their best to the local authority and the community?

There is enough intelligence left amongst local government officers to know what is fair and what is unfair. They know what are genuine contributions to the improvement of the financial and industrial situation, and no Government which is genuinely national in its outlook can afford to break the goodwill of its public servants who have never been but a national asset. The responsibilities of local government officers ofttimes increase in inverse ratio to industrial depression and communal poverty. Their work and their attitude towards their work is the reinforcement in the foundation which holds society together. That has a greater national value to-day than in the days of the industrial boom, and although they shared not in the monetary fruits of that period, that is less important than that they should get fair treatment to-day.

LETTERS TO THE EDITOR

N.A.L.G.O.'s BUREAU OF INFORMATION, READERS' COMMENTS ON PROFESSOR LASKI'S ARTICLE

A GREAT EXPERIMENT

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—I have read Professor Laski's article in September's issue of LOCAL GOVERNMENT SERVICE and find it excellent.

My only point of criticism is Professor Laski's reference to the Mayor and Corporation, with "their brief hour of ceremonial dignity," which scarcely does justice to the large amount of time which most councillors and aldermen devote to their duties, or to the wisdom and humanity which the best of them contribute to the business of government. To single out the latter group for the praise which is their due would be both just and diplomatic. I realise his meaning to be that such limelight as there is falls on the councillors and not the officials, but the hasty reader might suppose him to imply that officials monopolise government, or wish to do so; any hint of this kind would be seized on in exactly the wrong quarter.

Professor Laski, like Dr. Robson and others, has the gift of the telling phrase, and the more of them that he (or they) can coin the better, but he (or they) will, I am sure, refrain from letting the incisive phrase become the wounding phrase.

An argument familiar to councillors and officials, but not to the outside world, is that Parliament is perpetually laying new duties upon local councils, which proves that the system of local government is not only efficient in a static sense, but also elastic. The general public do not realise that this accounts for the increasing number of orders and regulations, and of officials to administer them.

This multiplication of duties also has the effect, I think, of making it increasingly difficult for men actively engaged in business or professions to find time to serve on local councils. If this is true, these councils will progressively tend to consist partly of men who have retired from business (who may be tempted to display an instinctive dislike for change) and partly of salaried trade union representatives, whose instincts are diametrically opposite; with the result that every proposal will become a field for party manoeuvres. Most officials would much prefer to work under a council whose deliberations are not deflected by party undercurrents which periodically produce a whirlpool of party passion. This analysis may be pessimistic, but if it is true, then local government officers will have still stronger reason for aspiring to the security and independence of civil servants.

During the War, the sensation-hunting Press demanded a comb-out of government offices (inventing the nickname "Cuthbert" for officials who were retained), and simultaneously attacked the same offices for inefficiency, inventing the name "Dilly" and "Dally" to express the disorganisation for which the comb-out was partly responsible. These newspapers, seeking victims, made the two themes conveniently dovetail; they simultaneously demanded an accentuation of the cause and a diminution of the effect. Similarly, a demand for a reduction in teachers' salaries is usually accompanied in the Press by an assertion that they are inefficient. It might be worth while recalling these episodes, in case the same newspapers demand a reduction of municipal staffs, unless they also offer specific proposals for reducing the range of local government, which is perhaps unlikely unless such proposals are made by a body having access to expert knowledge, like the Ray Committee.

This brings me to my next observation: Mr. E. D. Simon, on pages 228 to 233 of *A City Council from Within*, contrasts the municipal services required and received by the suburban householder with those needed by the slum dweller. Extracts from these pages might be quoted on suitable occasions, leading up to the author's conclusion that the extension of municipal government has largely consisted of an attempt to serve both types of citizen.

I am, sir,
Yours faithfully,
F. V. MERRIMAN.

Education Office, Blagrave Street,
Reading.
September 14, 1932.

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—I have read with great interest the article by Professor Harold Laski in the current number of LOCAL GOVERNMENT SERVICE. It has occurred to me that this article should be much more widely read by the general public; as the obviously somewhat restricted circulation of LOCAL GOVERNMENT SERVICE cannot allow the man in the street an opportunity to "read, mark and learn" a little more of his own importance and that of his representative member in the affairs and policy of local government. Could not this be arranged?

I am, sir,
Yours faithfully.
F. CARPENTER.

Member N.A.L.G.O.,
Bermondsey Branch.

107 Hawkstone Road, Rotherhithe,
S.E.16. September 7, 1932.

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—May I express an opinion respecting the article by Professor Harold J. Laski in the September issue of LOCAL GOVERNMENT SERVICE? I was very pleased to find such support for the Information Bureau which N.A.L.G.O. has established; I should have liked to have seen such a bureau inaugurated long since by the Association.

With the bewildering number of local authorities, each for a different purpose, it is little to be wondered that there is public indifference, nay even public hostility, to the functioning and administration of local government. Generally, the average ratepayer knows little as to that for which he is called upon to pay, and the little he does know is not helpful to him in arriving at proper conclusions about the services rendered on his behalf. He criticises without adequate data; grumbles because he has no adequate information to off-set the grumbling. Does he, or does he not, get value for the money he spends? How can he know when there is nobody informing him? Much of the necessity for the local government officer to be constantly defending himself would disappear if the public were better informed as to his duties—as to the services which the local government system renders.

In the circulation of information, N.A.L.G.O. can be of immense service, not only to its own members, but to the public at large. We now have the opportunity of putting the case for local government and the local government officer in a way in which that case has never been put before, and I, for one, hope that we shall be successful in bringing home to the public a knowledge of what local government has done, is doing, and can do for the general welfare.

With the hope of encouraging a frank interchange of views on subjects bearing on the work of readers and upon questions of national moment, the Editor has allocated this space for letters from the local government officers. Letters, which should be addressed

The Editor,
"Local Government Service"
3/4 Clement's Inn, Strand,
London, W.C.2

must be received on, or before, 15th of the month to ensure publication in the current issue.

The Editor will not hold himself responsible for the views expressed by the writers.

LETTERS TO THE EDITOR

STAFFING OF PUBLIC ASSISTANCE DEPARTMENTS

of the country, showing the part played to this end by the local government officer in every department of administration.

I am, sir,

Yours faithfully,

A. L. PEACOCK.

Cambridge. September 13, 1932.

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—The proposed scheme to educate the public in local government matters, while long overdue, is none the less welcome. It is heartbreaking to those of us who are engaged in administering local government to read the letters to the Press from irate and apparently ignorant ratepayers, many of whom seem incapable of rational statements.

I fear that the political side of local government is the cause of this regrettable state of affairs. There is a great deal of inefficiency in local administration, but which, I fear, emanates from the Council Chamber.

An authority has spent over half a million on buying ground and demolishing buildings in order to build a bridge against expert advice. It then decides not to proceed with the bridge! The same authority, in order to effect economies, including salary cuts, of course, delays the fixing of the consolidated rates, so that the payments by ratepayers will be held up for about two and a half months. The fact that there will be a tremendous loss in interest on deposits, and a further loss on account of the inevitable borrowings and interest thereon during that period, does not strike the great intellects of the political cabals. It is amusing to note, by the way, that these ladies and gentlemen call themselves "hard-headed business men" (we agree), "social reformers" and "advanced thinkers," and that they have the interests of the ratepayers at heart.

I am, sir,

Yours faithfully,

"AMAZED."

Glasgow. September 5, 1932.

NEEDS TEST ADMINISTRATION

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—Evidence is forthcoming that the prospects of promotion and the status of members of Public Assistance Departments are likely to be seriously affected by reason of the transfer of temporary assistants engaged on "Needs Test" duties to permanent posts in Public Assistance Departments.

When the new duties arising out of the Transitional Payments regulations were suddenly thrust upon Public Assistance authorities, recruitment of temporary assistants took place in a hasty and, in some cases at least, a haphazard manner. Instructions were issued by the Ministry of Labour that the local Employment Exchanges were to be used as a medium of recruitment. Consequently, assistants were obtained from the ranks of the unemployed; in many cases there was no open competition. All this was not, perhaps, open to serious objection, having regard to all the circumstances obtaining in November last.

It is, I take it, safe to assume that these temporary assistants are not, in general, on a par with those officers who have grown up, as it were, in the Poor Law Service. No local government officer would, I feel sure, contest this statement.

Now, many members of committees, some knowing nothing of Poor Law administration prior to April 1, 1930, appear to hold that all clerks are more or less the same; that their positions are readily interchangeable; that as a class they are not very important and that their work is not likely to be reflected a great deal in the efficiency of administration. Many of these clerks are the senior Poor Law officers of the future and for this and other reasons this is a wrong attitude.

Cases are known where these temporary assistants have been transferred, willy nilly, to permanent posts in Public Assistance Departments as and when they fall vacant or as new posts are created. It is not difficult to see that the result will be to prejudice the chances of promotion of junior officers and to lower the status of Poor Law, and, in fact, all local government officers. The position is, therefore, most serious.

Many small injustices have been suffered by transferred Poor Law officers as a result of the Local Government Act, 1929, and in many circles April 1, 1930, is regarded as a black day, so that a further setback is likely to cause much heartburning.

The status of local government officers has been added to by years of patient effort by the N.A.L.G.O. and the old National Poor Law Officers' Association, and this thrust down the ladder should be regarded as extremely serious.

I think that N.A.L.G.O. would do well to request senior members of Public Assistance staffs who have a hand in the transfer of these temporary assistants to permanent posts, to advise committees to advertise all vacant posts; to see that preference is given to officers with previous Poor Law Service and to oppose any suggestions of members of committees that a temporary transitional assistant be pushed into the vacancy.

I am, sir,

Yours faithfully,

TRANSFERRED POOR LAW OFFICER.

Northampton.

(*Other letters on page* 582)

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LETTERS TO THE EDITOR

(*Continued from page* 581)

VOLUNTARY SUPERANNUATION

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—The more one considers the question of superannuation, the more one is surprised that employees of non-superannuated districts allow matters to remain as they are. Perhaps the present is not the most opportune time to push this question, but one hopes that the National Executive Council will not rest until the Act of 1922 has been made compulsory.

A person enters the local government service at thirty years of age and at a salary of £200 per annum. At sixty-five years he will be entitled to superannuation at the rate of 35/60ths. Assuming his salary has been constant he will receive £116 per annum towards which he has contributed £10 per annum, a total of £350. If, during the first thirty years of service his salary has been less, his contribution will also have been less. To have a lump sum, which at 4 per cent. interest will bring in the same return, he must have invested each year a sum of £40, allowing 4 per cent. compound interest. The £40 is low, considering present-day monetary conditions.

One wonders if the " City Fathers " of non-superannuated districts realise that not only are their employees less contented than they might be, but that a number of persons who are already in superannuated employment are virtually debarred from applying for vacancies which from time to time arise.

I am, sir,

Yours faithfully,

H. LONGDEN.

Carshalton Branch. September 5, 1932.

ECONOMY COMPLEX

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—May I trespass on your space for a brief reply to Sir Ernest Benn's letter in your last issue? If I have any political opinions they are quite a secondary concern and the result of a study of economic conditions and tendencies. I am convinced that the real cause of the present crisis is the lust for gold. The inclusion of an item of essential savings in Sir Ernest's table of distribution of the National Dividend seems to suggest that the nation is not living on its capital. But, even if it is failing to replace its stock of commodities, ruthless curtailment of expenditure will not provide a remedy.

I am, sir,

Yours faithfully,

F. A. BRISTOW.

Reigate, Surrey. September 15, 1932.

SALARIES AND CONDITIONS

A scheme of re-organisation has now been carried into effect at *Llantrisant*. When the project was first considered, the Association was assured that no officer would suffer as a result of the contemplated changes. It is gratifying that while a number of well-merited increases in salary have been approved, there have been no reductions.

The Association was represented at a meeting of the *Hull* Superannuation Committee in respect of the dismissal of an officer. In view of the special circumstances of the case application was made for the period of notice given to the officer to be extended to enable him to attempt to obtain another post, and for a grant to be awarded as has been done in several other cases. The matter is still under consideration.

Application has been made to the *Dearne District* Electricity Board for the scale of salaries recommended by the West Riding Provincial Council to be adopted in respect of the administrative and clerical staff.

The *Stockton-on-Tees* Council have given notice of various proposals relating to the Grading Scheme and other matters affecting the conditions of service of the staff. The D.O.S is to seek an interview with the General Purposes Committee on the matters in question.

An application on behalf of the Chief Clerk at the Miry Lane Cleansing Department, *Wigan*, to be regraded as a First Class Clerk under the Corporation's Grading Scheme has been successful.

An application on behalf of the Rent Collectors and Investigators of the Housing Department, *Manchester*, to avoid the wearing of uniform whilst on duty has been brought to a successful issue.

Salary Deductions

The *Lancashire and Cheshire Provincial Whitley* Council has had under review the question of salary deductions, and has decided that the scale which operated from October 1, 1931, for one year, shall continue until April 1, 1933, or any prior date should it be so agreed by the Council.

The scale of temporary deductions under the *Worcester C.C.* applied from October 1 last to September 30. The Council have decided that the scale shall be continued until March 31 next.

An application from the staff of the *Derby County Council* that the deductions from salaries should be restored from July 1 has been considered by the Finance Committee, which resolved that the existing arrangement must continue for a further six months.

The *Finsbury Borough Council* has introduced a scale of deductions from salaries for a period of six months, similar to that in operation under the Kensington Borough Council.

Walsall scale of deductions have been continued for a further period of three months, *i.e.*, until December 31, 1932.

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A SPORTING INQUIRY

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—Can any of your readers put me in touch with any N.A.L.G.O. members who would be willing to co-operate with me in the formation of a "Nalgo" Rugby XV, with the object of playing occasional holiday fixtures.

I am, sir,

Yours faithfully,

A. P. HAZELTON.

Accountants' Department,
West Suffolk C.C.

[We ask readers interested to communicate with this correspondent direct.—ED.]

BOOK REVIEWS

THE GREAT VICTORIANS. Edited by H. J. Massingham and Hugh Massingham. Nicholson & Watson. 8s. 6d. net.

WE are beginning gradually to recognize the genius of the Victorian Era and perhaps this will come to completion only when we are sufficiently removed by time to get the view in proper perspective. To bring into focus the work of Victorian writers, philosophers, politicians, painters, and distinguished persons is a valuable contribution towards formulating an opinion upon the usefulness of a given age. There are other names of the same period which come to mind and which are not included in the symposium, but obviously someone had to exercise discretion and there is ample evidence that the editors have shown judgment in the choice and wisdom in the selection. J. L. Hammond writes on Cobden with his usual charm and penetrating insight, while Neville Cardus on W. G. Grace requires no further recommendation. H. J. Laski, on Peel, is a little feast in itself, Sir Arthur Salter on Prill, one of the greatest minds of the last century, and entrusted to a modern giant; Middleton Murray on William Morris; Lord David Cecil on Rossetti, Hugh Walpole on Trollope, and Chesterton on Dickens and others.

It is doubtful whether posterity will have much time for many of the persons included in the scheme, but they undoubtedly represent an age or era which will attract critics and chroniclers for a long time to come. The volume is well printed and well bound and is one of the autumn literary plums.

GIVE ME A SHIP, by Charman Edwards. Ward Lock & Co. 7s. 6d. net.

CAPTAIN JOHN MACALISTER meets strange women in strange places—Mollie, his wife-to-be, in a seaport cafe; Shura, the Russian exile, in the underworld of a Chinese city; Lady Edwina Kaye, whom he rescues from the sea in Ceylon. One does not approve, but this is a tale of ships and the rough men on them; and the strongly "modern" nature of the plot is justified by the tense human drama within which Charman Edwards fashions these women; and the colour and beauty which he gives to the sea and to the poets of the East and Far East. Undoubtedly Mr. Edwards' greatest drama.

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HOME GARDENING

By WALTER P. WRIGHT

Author of *Everyman's Encyclopædia of Gardening, Scientific and Practical Gardening,* etc.

IN a sense October corresponds with April, opening up as it does another half year's preparation and planting, the one "snag" being that with the end of Summer Time there is little evening daylight. We have to make the best of what there is, supplemented with an hour or two before breakfast—the very best appetiser I know. How important the month is may be summarised by setting out concisely some of the jobs which may be done. There is the going through bulb, fruit, Rose, herbaceous, rock plant and other catalogues and the ordering of supplies for autumn planting; cleaning off worn-out flowers and vegetables and burning garden refuse generally; getting in manure and lime, and tilling the soil thoroughly; making the first sowing of Sweet Peas for next year in pots, to be plunged in ashes in an unheated frame. There is planting out seedling Wallflowers, Forget-me-nots, Sweet Williams, Canterbury Bells, Delphiniums, Primroses, Polyanthuses, and other summer-raised flowers; putting in cuttings of Pansies, Violas, Pentstemons, shrubby Calceolarias and Antirrhinums; removing temporary shading from glasshouses, overhauling the heating apparatus and repairing frame-lights. Then, again, there is the potting-up any plants from the garden which it is desired to use under glass or in rooms: e.g., Arum Lilies, Salvias, Lobelias, Pelargoniums, Winter Cherries, Christmas Roses. Completing the pruning of pillar Roses and dressing-up climbers and shrubs generally; housing pot Chrysanthemums and putting fine canvas above outdoor plants in bloom to ward off early frosts, thus preventing the flowers being spoiled while at their best; the lifting and storing of Gladioli, also Cannas, Dahlias, and tuberous Begonias cut down by frost are others.

Then don't forget the potting of early Liliums, such as Harrisi, Lancifolium (speciosum) and Kraetzeri; the cleaning up of a spare frame and putting in manure and soil for winter Violets. You can begin the pruning of Grape-vines, afterwards washing the rods with an insecticide, and whitewashing the walls of the vinery; get in turf and mend old and making new lawns therewith; lift and store potatoes, also such roots as Beetroot and Carrot, and planting-out young Cabbages for spring hearts on ground which has been cleared of Onions, Peas, or Beans. To complete this list there is the gathering and ripening of the last of the outdoor Tomatoes; the cleaning-up of Strawberry beds by the removal of old runners and weeds and then turning the soil over with a fork; taking window-boxes in hand for the removal of decaying plants and replenishing with fresh soil and new occupants; and, finally, in mild places, making an outdoor sowing of Broad Beans and Green Peas for next year.

This brief review puts us in touch with the principal things we have to do in the immediate future. The various jobs, with others which may arise, maintain garden interest in the present and open up avenues of pleasure and enjoyment for the future. What more cheerful and inspiring a duty is there than getting all kinds of burnable rubbish together and with a glorious bonfire converting waste into fertile wood ash, the heap of embers to be covered with soil so that its virtues are not washed out! The young folk naturally love to be in the thick of this great enterprise, deriving delirious joy from narrow escapes of being roasted alive.

* * *

Obviously, I cannot go into details about all the items this month, nor is it necessary that I should. Let me select one, as affecting several others, for a few detailed remarks.

One sometimes finds, especially in towns, that it is almost impossible to get decayed manure, because local authorities insist on horsekeepers clearing stable refuse off the place at short intervals. This means that the manure—if obtainable at all—is undecayed. A rough estimate of the rate to pay is one-third less than for rotted manure, because the heap will sink by at least one-third in decaying. Pile it in an inconspicuous place if possible and spread over it an inch-thick covering of hop manure. Should it threaten, however, to be a nuisance in decaying, dig it in forthwith, given heavy soil, using three heaped barrowloads per square rod (five and a half yards by five and a half). If the soil is very light hang up the manure question until late winter, because manure dug in now on sand or chalk would work itself away into the subsoil before the crops could benefit by it. An exception may be made where it is desired to spread manure on the surface of light soil as a mulch, among fruit trees and shrubs for example: this could be done now.

* * *

In digging ground infested with perennial weeds, use a fork instead of a spade, to avoid cutting the weed roots into smaller pieces and leaving them in the ground, as often happens when thoughtless people use a spade. With the fork the roots are loosened and thrown out for burning, and the ground thus cleansed. It is also generally best to give the fork preference for digging among trees and shrubs. Where vacant ground, containing only shallow-rooting annual weeds is to be dug the spade may be used, and providing the soil is moderately wet the soil can be thrown up in lumps, which crumble down with the winter frosts, to the great benefit of the soil. If bastard-trenching is to be done confine autumn work to heavy soil, leaving light soil until February.

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DIPLOMA IN PUBLIC ADMINISTRATION

ITS PLACE AMONG PRESENT-DAY PROFESSIONAL QUALIFICATIONS

By the Education Secretary

A MEETING of representatives from the Metropolitan and District Branches was held at the Headquarters of the Association on September 6. Mr. F. R. FINCH, Chairman of the Metropolitan District Committee, took the chair. The purpose of the meeting was to discuss the position of the Diploma in Public Adminstration in the education of a local government officer, and the aims and objects behind the special course for the Diploma at the London School of Economics.

Principles of Administration

Mr. T. HARVATT, B.A., Barrister-at-Law, Education Secretary of National Association of Local Government Officers, addressed the meeting, pointing out that the training of local government officers for the various professions—an essential part of the education of a local government officer—was not sufficient for modern day requirements of administration. Under the present organisation of the work of a Local Government Authority, it was essential that an officer should secure his professional diploma, but this did not teach him the principles which underlie the development of local administration. Many officers considered that the best method of training for local government work was "learning by experience." There existed a narrow view of what experience was. In reality, many departments were quite unsuited for the instruction of junior officers, and were specialised units; the staff were not teachers, and had very little time for teaching. Generally, teaching given in such an environment lacked historical background, and was unsystematic and often contradictory.

The universities, Mr. HARVATT continued, were turning their attention to the study of social and political theories and the history of administration. Thus, from the experience of the past ages with their triumphs and failures, the reason was obtained for the present form of social phenomena.

University Interest

Dr. HERMAN FINER, who has charge, with Professor Laski, of the special course for the Diploma in Public Administration at the London School of Economics, also addressed the meeting, showing the reason for the present form of the diploma course and how, by means of subjects closely related to the work of present-day administration, the university was giving a liberal education quite as valuable as that given to students of pure mathematics, classics and literature. It was particularly stressed that the purpose of a university course in administration was to make the students aware of the human problems attaching to this work, and how solutions were to be found. The mistakes of past eras were taken from a critical standpoint in the lectures, so that they might be avoided in future, but particularly interesting were the analyses of past experiments in administration and the historical development of their results.

Wise Spending

Dr. FINER pointed out the enormous growth of the expenditure on public administration and mentioned that almost £500,000,000 was spent annually on local services. This meant that out of every £7 earned, £1 was taken for these services. It was essential that this money should be wisely spent, and upon local government officials rested much of the burden of

(*Continued on page* 586)

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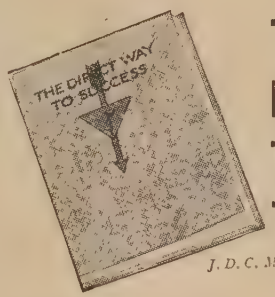

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LOCAL AUTHORITY OFFICIALS AND TECHNICAL STAFF

AGREED STATEMENT

THE majority of technical staffs in electricity departments engaged on the productive side are organised with the Electrical Power Engineers' Association which includes technical officers employed by companies as well as local authorities.

In the post-war period the Association, like N.A.L.G.O., was endeavouring to establish machinery for the purpose of settling questions of pay and conditions of service by mutual agreement on Whitley lines. Both Associations were successful in 1920 and for administrative, technical and clerical staffs the National Whitley Council for the Local Government Service published recommendations and for the technical staffs of electricity departments there was set up a National Joint Board of Employers and Members of Staffs (Electricity Supply Industry) to deal with such questions.

Dual Membership

The E.P.E.A. had deemed it advisable to restrict membership to that Association only and until 1928 there existed an embargo on dual membership. In that year it removed the embargo on the condition that N.A.L.G.O. agreed to recognise the Schedule of the National Joint Board as the scale of salaries appropriate to the technical staffs of electricity departments. N.A.L.G.O. agreed to that condition and informed its Branches accordingly. Since that time a number of E.P.E.A. members have joined the N.A.L.G.O. through the appropriate local Branches and no difficulty was experienced until last autumn.

When Local Authorities were discussing salary deductions in some cases they formulated proposals which they endeavoured to apply to all members of their staffs. As most of those staffs were at that time on consolidated salaries, the E.P.E.A. quite naturally contended that the conditions of the Schedule of the National Joint Board, which includes a sliding scale regulated by the cost-of-living figures, should be observed and that their members should not be brought within the general scheme applicable to other staffs.

Joint Conference

There has been a feeling in the minds of some of the E.P.E.A. members that the special conditions governing their members have not been fully appreciated in certain districts. At the request of the E.P.E.A. the N.A.L.G.O. by Circular No. 5 dated January 22, and again by Circular No 34 dated April 12, 1932, directed the attention of Branches to the terms of the agreement of 1928 recognising the Schedule of the National Joint Board, but since then at the suggestion of the E.P.E.A. representatives of the two organisations have met to discuss ways and means whereby the interests of E.P.E.A. members might be safeguarded in local negotiations on questions of salaries and service conditions. A full and frank discussion took place and it is gratifying to learn that in practically every instance Local Authorities had

MR. HUGH BEGG, F.R.C.V.S.
Chief Veterinary Officer, Lanarkshire, who Presided at this year's Conference of the Royal Sanitary Association of Scotland

ultimately followed the recommendations of the National Joint Board and that the E.P.E.A. was satisfied that the National Executive Council, Headquarters and Staff of N.A.L.G.O. had been exemplary in upholding the terms of the agreement in 1928.

Acceptable Recommendations

Both Associations realise the importance of avoiding friction and of securing observance of the terms of joint recommendations of employers and staff such as those of the National Joint Board. The E.P.E.A. is to be congratulated upon its success on the latter issue.

"It is also understood that the Local Branches of the N.A.L.G.O., in any salary negotiations upon which they may be engaged, will, unless otherwise agreed between the two associations, always clearly indicate the definite exclusion of the technical staff of the electricity department from such negotiations."

Both Associations consider that it is only necessary for the staffs of Local Authorities to know the facts in order to recognise the justification for the different treatment of technical staffs in electricity departments. Their schedule of salaries is made up of basic rates plus an amount as stated above, varying with the average of the cost-of-living figures for the six months ending June 30 and December 31 in each year, and in accordance with that sliding scale they have been subjected to a deduction up to July 1, 1932, related to sixteen points from the basic figures in the Schedule. It is well known that the Government has regarded the sliding scale deductions made from the pay of Civil Servants as their contribution to the National economic crisis and technical staffs of electricity departments have under the sliding scale been subjected to reductions which justify exclusion from any general scheme applicable to the other staffs of Local Authorities not affected by a sliding scale.

The Future

Both Associations trust that the further publicity now given to the position will ensure due regard being paid to the special position of electricity technical staffs and cement the cordial relations which have existed between the two organisations and their members in the past.

This statement is issued as the result of a conference of representatives of the two organisations.

For and on behalf of the E.P.E.A.:
H. J. TAYLOR,
President.

W. ARTHUR JONES,
General Secretary.

For and on behalf of the N.A.L.G.O.:
F. MARSDEN,
President.

L. HILL,
General Secretary.

DIPLOMA IN PUBLIC ADMINISTRATION

(*Continued from page* 585)

this stewardship. Could not more benefit accrue from the wise spending of this terrific sum than from the curtailment of spending as now practised by the Government?

The meeting concluded with a general discussion, in which it was shown that the authorities at the School of Economics were prepared to make any alteration in the arrangements which would enable local government students to take full advantage of the lectures.

BRANCH AND DISTRICT NEWS

SOUTH WALES DISTRICT COMMITTEE

muneration and General Organisation

Mr. Isaac Edwards (Pontypridd U.D.C.) sided at the autumn meeting of the South les District Committee, held at the Guild- , Swansea, on September 10.

recommendation regarding the distribution the "Help Yourself" contributions was firmed :—

Aberdare General Hospital, receive 10 gui- s, Cardiff Royal Infirmary 5 guineas, Royal ent Hospital, Newport, 5 guineas, and ansea General and Eye Hospital, 5 guineas. Discussion took place on Headquarters' ular regarding "Local Government and tional Economy" and the Committee of presentatives of Local Authorities set up the Chancellor of the Exchequer. There s general agreement that the sacrifices in nuneration which were made last year as a ult of Ministry of Health Circular 1222 re the full extent to which local government icers ought to submit, and further attacks remuneration should be resisted without mpromise. There was no evidence for the umption that remuneration was to be acked.

ficers and Representatives

The Committee elected Mr. G. Llewellyn .E.C.); the Chairman of the Committee; the on. Secretary; and Mr. Tom Davies (Gwent) members of the South Wales Regional nevolent and Orphan Fund Committee.

Reports were received from Mr. G. Llewellyn the proceedings of the National Executive uncil; from the different branches presented; from the Divisional Organising cretary, on organisation in the district; and m Mr. J. Weslake Hill, Chairman of the & O. Fund Regional Committee. The mmittee unanimously adopted a resolution ngratulating Mr. Cecil G. Brown, Town lerk of Cardiff, on his election as a Vice- esident of N.A.L.G.O. and Chairman of the aw and Parliamentary Committee.

It was reported that as a result of deputations tisfactory concessions had been obtained om several authorities; that an appeal to the linistry of Health under Section 126 of the ocal Government Act, 1929, because a ounty Council had refused to regard a ember as a transferred officer, had resulted the Ministry determining that such officer as a transferred officer; and that in another se, where a County Council had suspended yment of compensation on the ground that e member had obtained another appointment Local Government, the Ministry had agreed ith the Association's contention that this as not the fact.

arge B. & O. Grants

The large amount of Benevolent and Orphan und grants—roughly £900 this year—in outh Wales was referred to, and the need or very special efforts in aid of the Fund to void curtailment of its activities was strongly rged.

At the conclusion of the meeting, the Mayor f Swansea (Alderman John Barclay Owen, .P.) and the Mayoress generously entertained he representatives to tea at the Mansion House. n welcoming the representatives, the Mayor xpressed cordial approval of the Association's nany activities. He deplored the tendency to educe salaries, for he considered it the wrong nethod of dealing with present-day problems. He claimed that if cuts had to be made, those n Swansea were not too severe—at any rate o officer under £208 per annum had been ouched. The Mayor and Mayoress were hanked for their kind hospitality.

WEST MIDLAND DISTRICT COMMITTEE

Smethwick Official's Record

Mr. George H. Roe, Chief Clerk in the Public Health Department, received a presentation from his colleagues at Smethwick on the completion of a quarter of a century in the Department.

In making the presentation, DR. HUGH PAUL, Medical Officer of Health, mentioned some of the changes that had taken place in the Department since Mr. Roe entered in 1907. In his tribute to the efficiency of Mr. Roe's work, the Doctor said he had always been on top of his job and it was no exaggeration to say that he was as efficient in his capacity as Public Health Department Chief Clerk as any in the country.

NORTH EASTERN DISTRICT COMMITTEE

Branch Aids to Study

The Newcastle-on-Tyne Branch have decided to establish classes of instruction for the Relieving Officers' Certificate. It is expected that a considerable number of students will take advantage of the facilities offered.

Members on Tees-side will be interested to learn that the Middlesbrough Education Committee have organised a one-year course of instruction for the Intermediate Examination of the National Association of Local Government Officers. The fee for the course is 15s., and the subjects dealt with are: "Outline of Local Government"; "Elements of Public Administration"; "Office Practice"; "Elements of Statistics"; "Economics."

SCOTTISH NOTES

By the D.O.S.

Uncertain Position at Glasgow

AN Economy Committee of the Glasgow Corporation has now been sitting for some time devising ways and means of preventing an increase in the rates. The need for this increase arises out of the circumstances of the times, with unemployment particularly responsible, but the Committee, instead of seeking to provide employment has evidently decided to increase unemployment by dispensing with many of their servants. From a semi-official report in the Press, it would appear that in the parks and libraries departments, and possibly in the education department as well, quite a considerable number are likely to lose their jobs. However, strong opposition is promised, and one can only hope that the short-sighted parochial outlook will not be shared by a majority of the Council. In the meantime, members may rest assured that the Executive of the branch is keeping a close watch on the doings of the Committee. Until the proposals take more definite form, it is impossible to take action.

HELD OVER

Features of Local Government Service which it has been found necessary to hold over from the present issue are :—
Readers' Notes, Chess, Crossword, and Movements of Members.
To ensure publication, items of news should reach the Editor not later than 18th of month.

Hours in the Office

In the last issue we reported the recommendations of a sub-committee of Glasgow Corporation with regard to office hours. Recommendations which came before the Corporation were sent back for further consideration. The Sub-Committee thereupon changed their view of the matter and agreed to recommend that the hours be from 9 till 5.30 with 1½ hours for lunch, and 9 till 12.30 on Saturdays. This means a slight increase in the working hours, to which the branch executive is opposed. Our protest was accordingly made on the grounds that we considered that an opportunity should have been granted us to negotiate further before the recommendations came before the Council. In the opinion of the branch, the proposals do not provide a fair and equitable settlement. Our letter was submitted to the Corporation, but the minute was passed.

Glasgow Education Staff

A few months ago the question of the right of certain officials in the Education department to receive increments on their old scales up to the date of the determination of their office under the old authority was raised by the D.O.S. in a letter addressed to the Town Clerk. The increments have now been paid and the members concerned have expressed their thanks to the Association for the good services rendered.

Edinburgh Branch Activities

At the Executive meeting held on September 15, at Edinburgh, the social committee submitted its programme for the winter months, and its proposals were approved. Consideration was given to a request from the Worker's Educational Trades Union Committee suggesting that the Branch affiliate, and Mr. C. G. Smith, the secretary of the committee, was heard on the subject. The executive, however, decided against affiliation. The D.O.S. made a statement with regard to the Association's attitude towards the various economy proposals.

Dumfries and Kirkcudbright

The change-over caused a good deal of dislocation in the organisation of this branch, and Mr. Pirie, the local secretary, found that his new duties did not permit him to pursue the responsibilities of his office. At a subsequent meeting it was decided to appoint a local Committee, Mr. Pirie to act as Chairman, and in the meantime the D.O.S. will carry out the secretarial duties.

Annual Sports Meeting

The Annual Sports were held at Bridge of Allan on September 17, and though the number of competitors was not so large as in previous years the events were most enjoyable. Brilliant weather and many visitors attended the function. Mr. A. G. M. Archibald presiding said that he was pleased to feel that in these trying days there was good heart amongst members of N.A.L.G.O. and a realisation that the Association was behind them. When sweeping economies at the expense of the officials were proposed, it was obvious that we needed the support and co-operation of every one in the Service.

PROVOST DUNBAR was pleased to welcome so large and representative a body of officials to Bridge of Allan. He knew how greatly indebted members of Council were to the advice and guidance of their officials. Mrs. Dunbar presented prizes to the winners as follows: Golf: First prize and winner of the cup (best gross score), Mr. John K. Nicol, Dumbartonshire. Handicap prizes, A. B. Lindsay, Glasgow; and D. Simpson, Dundee. Bowling: First prize and winners of the cup, Mr. George Davidson's Rink from the Master of Works Department, Glasgow, and runners-up, Mr. William Watson's Rink from the Halls Department, Glasgow.

"ANY OTHER BUSINESS"

"By Touché"

I DON'T know whether you remember Mr. Councillor Shurrup, a friend of the Assistant Borough Surveyor, pushed on to us by the latter, at the dinner to Sir Arthur Johnson in March last? No? For myself, I considered it no loss that I had forgotten all about the fellow, but I feigned delight the other evening when the Assistant Borough Surveyor brought him along to my place. (You will note that phrase, "my place." It is foul, I admit, but look at the useful way it leaves one's environment almost romantically vague, with possibilities ranging from Mayfair to a back bed-sitting-room in Guildford Street! Excuse my drawing attention to it, but I wanted to be sure you appreciated the subtle cleverness thereof.)

Concerning Brains

Now, this man Shurrup (it isn't his right name, but 'twill serve) appeared to me to be as one striving to look like a Clyde-side M.P. I know. He's not the only one who imagines that a mop of lank black hair, swishing carelessly across the brow, and with cheeks worn with care or otherwise, make a Mr. M—— (I nearly committed an indiscretion), overlooking the fact that whilst such an ensemble may be achieved by personal thought and effort, only God can provide the other requisite—brains!

As a matter of fact, Shurrup (I beg his pardon, Councillor Shurrup) struck me as the sort of man who would be a secret performer on the saxophone, and one who would refer to the lady he had married as "the wife." You know. It was rather a disappointment to find that Mr. Shurrup is a true blue, dyed-in-the-wool Tory.

The Assistant Borough Surveyor (hereinafter referred to, if at all, as the A.B.S.), knowing my views, had brought him along out of devilment—he was aware, of course, that I do not encourage members of the Council to come to my place. We keep open house for members (male) of the staff, but, in my view, Councillors are better away; that is, unless the individual is one of the few who can forget he is a Town Councillor when talking to a public official in his capacity as a private citizen. Apart from the risk of hearing things they ought not to hear (there are such things), I think it wiser that public men and public servants should dwell in their tents apart and so avoid the ready inference that strings are being pulled in the interests of individuals—not that anything of the kind ever happens. Or hardly ever.

Shurrup Discusses Local Government

Shurrup is one of those who cannot forget. Having admitted to one pleasing trait in his character—having confessed modestly that he drank beer—he began to expound his views on the Municipal Government of England. And this on a warm night. We tried to switch him off on to dog-racing, to the Conversion Scheme, to road bandits, to Cross Word Puzzles, to the Flying Family; we even tried him with India, Ottawa, and the appalling dilemma of being Lonely on Ten Thousand a Year, but he would return to the theme that a unique feature in the life of this country was the picture of thousands of disinterested men and women devoting themselves voluntarily to local government, without reward, and without receiving either gratitude or thanks, but simply from a love of their fellow creatures. He spoke no less than the bare truth, but on a night when even the truth ought to have been thankful to have been bare——

—As Does Gilbertson

And so I rejoiced greatly when young Gilbertson blew in, because Gilbertson has one of those kinky sort of minds that in time of flood is apt to upset the orthodox cultivator by breaking out into new channels. He is an earnest young man; tall and lean, with a long, thin face, a very Roman nose, and a protruding Adam's apple. He infests the Water Department and, an earnest of his earnestness, he drinks nothing but the product of his Department; he eats nuts. I do wish I could sketch. He is one of these restless, energetic fellows, a champion of Lost Causes, and at times a darned nuisance—but a good fellow.

Gilbertson promptly took the floor.

"Excuse me, sir," he said, and very respectfully, too, until the tanks burst, "but from your attitude one would imagine that all Councils were alike, and all their benches were filled with wraith-like people wearing wings. There are some fine Councils. We all know that, but there are others."

"Admitted at once," said Shurrup, "but such cases are exceptionally rare."

"Oh!" retorted Gilbertson, "what about the Councils where a caucus confers before each Council meeting, and the majority of members come to the Council Chamber pledged to vote on fixed lines on every important issue? What about the Councils where nobody has a chance of a job unless he is a Freemason, or a Plymouth Brother, or belongs to the Party, or to the W.E.A., or has some relative in the Trade, or in whatever happens to be the particular "pull" in control? Church or Chapel, Beer or Business, or——"

Councils *and* Councils

Shurrup was unwise to interpolate a reference to Gilbertson's youth, and it was then the tanks broke. Summarising his oration and cutting out some of the high lights, he replied on these lines:—

"You people who pretend to yourselves that all is well with local government in this country give me a pain. Your attitude is one of "Thank God we are not as other men are, particularly those poor Americans," and one would imagine that whilst they [the Americans] wallow in a sewage tank, we bathe in pure spring water. There are any number of sound, clean, decent Councils of which you may properly be as proud as you like, but to pretend that there are no backward Councils admiring the dung-heap at their front doors, and that there are none where administration is clean as an unswept chimney, is childish. There are Councils in the composition of which sue appears to be the main ingredient, the sort of people who would insist on a man with a red flag walking in front of all motor cars. They are the folk who insist on shutting the windows in the railway carriage. They wear boots with elastic sides. They thrust dummy teats into the mouths of babies. They are stragglers at the tail of the procession. They have one redeeming feature. They may lack imagination and brains, but at any rate they are generally honest."

"Honest?" said Shurrup indignantly, "do you infer that local government is not honest?"

The Council!

Gilbertson sneered "Honest!" he said "well, what have you to say of the governors of a large city who systematically break their word? Whose bond is almost worthless; who enter into agreements with their officers and refuse to honour them? Whose pledges are valueless and who can never be trusted to keep the most solemn covenants; whose word is like a slender reed, and who flout their solemn obligations as soon as they become

(*Continued on page 592*)

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35	1 6 3	800
36	1 7 6	790
37	1 8 9	780
38	1 10 0	770
39	1 11 3	760
40	1 12 6	750
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THE BRIDGE FORUM

CONTRACT OR AUCTION

By NEVILLE HOBSON

HITHERTO the title "Auction Bridge" has been used for these articles, which have dealt solely with "Auction," as distinct from "Contract," but the time has come when the latter is slowly but surely superseding "Auction" in many parts of the country.

The Transition to Contract

My personal impression is that the transition to "Contract" is moving much more slowly in the Provinces than in London, and it would be helpful to have a card from readers of this column in different towns indicating, briefly, their experience as to the extent to which "Contract" is now being played in their locality. A post card summarising the position in this respect (addressed direct to Neville Hobson, Beverley, E. Yorks.), would be much appreciated, as such information would afford an indication as to the extent to which articles dealing with matters of equal application to "Auction" as well as "Contract" should periodically appear.

It may be taken, however, that as from the new year the principles of "Contract" will be fully discussed in the monthly articles, and it is hoped to run a Competition before Easter and another later in the year; and those who are still confining their attention to "Auction" will consider whether they will continue to play the simpler game or experiment with the new form.

Like other basic changes in an important and popular game, it is only progressing tardily in many places, but the growth in London and the South has been very marked during the past two years, and—when once the bridge enthusiast has mastered the general principles—he or she is usually loath to go back to "Auction."

Principles of Play

The greater complexity of the game should not deter players from making the experiment, but they should give the new form a thorough trial before they express their dictum as to its merits, but it is important that a suitable textbook should be read, particularly as—in addition to different principles of declaring and play generally—certain laws are also different.

It is difficult and somewhat invidious to make recommendations as to the books to be consulted, and it is not proposed to mention the longer and more detailed books, of which particulars can be obtained from any good bookseller. In the case, however, of auction bridge, enthusiasts who already know the main principles of bridge in that form, the following are comparatively small and inexpensive works, and any of them will be found of assistance. "Contract Bridge for All," by Manning Foster (3s. 6d.); "Baby Contract Book," by Manning Foster (1s.); "Contract Bridge at a Glance"—Culbertson (3s. 6d.); "Essence of Contract Bidding"—Frank England (1s.); "Contract Bridge"—Dalton (2s.); "Advanced Contract Bridge Simplified"—Thorne (2s.).

In the November and December issues, the main differences between Contract and Auction will be considered, and in the new year technical articles will appear summarising the general principles of bidding, as these have now been standardised after a great deal of controversy, particularly on the other side of the Atlantic, from which such names as Culbertson, Vanderhilt, and others have resounded throughout the world.

Intricacies of Contract

In the early stages Contract appears to possess an intricacy which is apt to deter players from continuing, but many of the rules and understandings to be assimilated have only been formulated to ensure a correct appreciation of the value of hands, and it should be borne in mind that such rules as the Robertson Rule were used extensively many years ago in order to gauge the propriety of bidding a No Trump. This rule stipulated a certain numerical standard as the value of a No Trump hand and allocated to honours certain relative values, so that the principle of numerical valuation is not a new one, and there quickly comes a time when the Contract player can largely dispense with mental gymnastics as to the potentialities of a particular hand, which should possess certain honour trick values before being made the subject of an initial declaration.

However, these matters will be considered more fully in due course, and in the meantime I would ask again that those interested in bridge should send me a card direct in regard to the change over to Contract and the extent to which it is taking root in the different Local Government centres.

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SOUTHERN DISTRICT COMPETITIONS

Bucks County Branch of N.A.L.G.O. were engaged on September 10 in defence of the Southern District Cricket and Tennis cups. While they lost both, the branch can look back with pride upon their recent achievements in these competitions. They have held the tennis trophy since it was first offered in 1929, and for three years out of the last four the cricket cup has also made its home in Bucks. This year both competitions have been won by Portsmouth.

Both matches were played on the Sports Ground of the Mid-Southern Utility Co., Aldershot, by kind permission of the directors, who also entertained the teams and visitors to tea.

The tennis final resulted in a victory for Portsmouth by 5 events to 3. The marathon encounter in which Messrs. Foley and Messenger, of the local branch were engaged, was the outstanding feature of the contest. In this event no fewer than 53 games were played. After losing the first set at 6—3, they took the second at the unusual score of 14—12. The third and final sets were won by their opponents by 10 games to 8, after Bucks had three times got to match point.

Portsmouth won the Cricket match rather easily. Batting first they lost seven wickets for 61 runs, but some lusty hitting by Allchurch and stubborn batting by the others retrieved the position, and the final total reached 126. In one over, Allchurch added 22 to his total by scoring three sixes and a four. Bucks tried five bowlers, the most successful being Honour, with 3 for 25, and Barlow 2 for 10. Robertson and Honour gave Bucks a fair start, but both were bowled with the score at 22. The third and fourth wickets falling at the same total. The whole side were out for 72.

LLANDUDNO GOLF

The annual golf meeting of the North Wales District was held on the Maesdu Golf Links, Llandudno on September 17, when the branch team (Messrs. Wynne, Lester, Williams, and Edwards) retained the Golf Team Challenge Cup with a total nett score of 325. In the Individual Competition of 18 holes Medal Play on Handicap, the first prize was won by Mr. Lloyd Wynne, who returned a net score of 72.

WEST MIDLAND DISTRICT

Cricket at West Bromwich

West Bromwich Branches of the National Union of Teachers and the N.A.L.G.O. played their Annual Cricket match at the Dartmouth Cricket Ground (by kind permission of the West Bromwich Dartmouth Cricket Club), on July 20. Prior to the match, the members of the two organisations took tea in the Pavilion. The Mayor and Mayoress of West Bromwich, Councillor and Mrs. W. T. Poultney, and Alderman J. Archibald Kenrick, J.P., were present. Thanking the organisers of the function, especially Mr. L. G. Greatbatch, the Hon. Secretary of the N.A.L.G.O. and N.U.T. Joint Cricket Committee, the Mayor said he thought that such meetings were productive of much good, and were most valuable in enabling the different sections of employees of the Council to know each other better. Alderman J. ARCHIBALD KENRICK confirmed the sentiments expressed by the Mayor and expressed his pleasure in being invited to attend. The match resulted in a win for N.A.L.G.O. the scoring being as follows: N.U.T., 95; N.A.L.G.O. 183 for one (E. Perry, 116, A. W. A. Randle, 57, Extras 10).

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IN LIGHTER VEIN

(*Continued from page 588*)

inconvenient? A Council where trust has vanished and whose probity is of the pot-house standard—then he began to say the sort of things that should be said, but very wisely are not. He was not discreet.

Shurrup was looking pale. "And who are the people you malign so savagely? I presume you will not refuse to put a name to the Council you slander so abominably."

"Who are they?" shouted Gilbertson, "who are they? The Council of the great City of Leeds! That's who they are."

It was really unfortunate. I ask you—how were we to know that although poor old Shurrup is now on the Council of some place in Lancashire, he is a native of Leeds, and is, like all Leeds folk, inordinately proud of the fact?

He was a picture of outraged dignity and the tragedy was that he could not find words to express the faith that was in him. It was a serious matter. He refused to be comforted. He even refused beer.

ED. : I do not know whether I can pass this contribution, but I must congratulate you on steering clear of anthropology and the theory of Relativity and that sort of thing.

T. : You make my bosom swell with pride! Anyhow, although we gave Gilbertson a flattening out afterwards, it struck me that you ought to hear this side and if you don't publish this, it will be because you dassent. So there!

ED. : Well, well—we will see. That sounds very much like a threat. If it is so intended it is very offensive.

T. : You *dassent* publish it!

ED. : You rouse my anger, but I refuse to allow myself to be deflected from doing my duty by personal feeling, no matter how justifiable that may be. In the conduct of a paper of this nature and importance——

T. : Peccavi! I apologise! but I should be humbly grateful if you would suggest to these Leeds folks that everybody is not proud of them.

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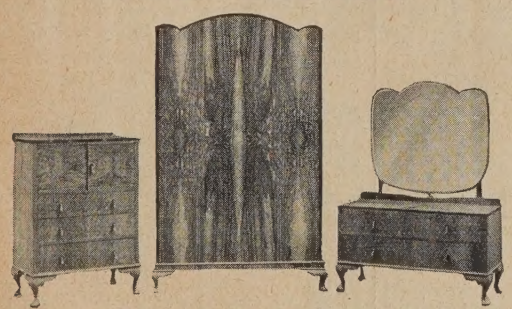

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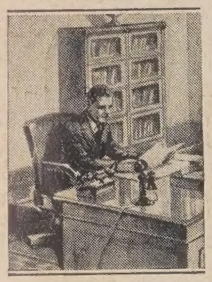

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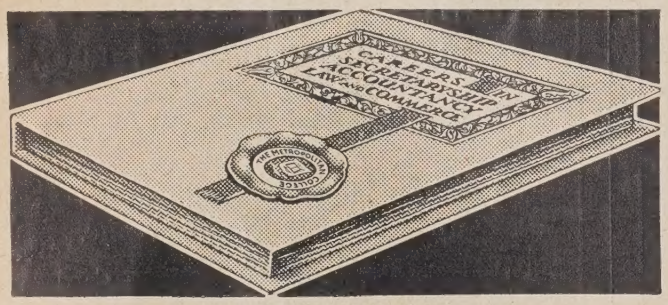

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